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# Local Government Service

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## SUMMER SCHOOLS

HEALTH MINISTER AMONG THE OFFICERS AT CAMBRIDGE: A TIME FOR "TIDYING-UP" PROMISED

By Our Own Representative

MAY it not be regarded as practical appreciation of N.A.L.G.O.'s work that the Minister of Health, Sir E. Hilton Young, should spare the time to sojourn, if only for a few hours, with the students at the opening of the Association's Summer School at Cambridge this year? He did, in fact, travel especially to Cambridge to pay tribute to the sustaining influence which the Association had exercised in the troublesome months that had passed since the crisis of August last year, and to prepare its members for possible further sacrifices in the future. No one who heard the Minister can doubt his obvious sympathy with the officer in his fight for recognition and status, and his words should do much to dispel the fear that N.A.L.G.O. may not, with any degree of confidence, anticipate the support of the Government of the day when the opportunity favours the introduction of legislation designed to secure a just reward for the responsibilities which the local government officer carries in his daily task.

The Summer School opened on July 2 and continued throughout the week with a daily programme of lectures—each

followed by informal discussions—afternoons generally being allocated to visits to the University buildings, places of local interest, and recreative activities. It will be noticed that the duration of the school was shorter than that of previous years. The decision to confine the studies to one week was generally admitted to have been to the good, for it ensured a continuity difficult to maintain with the arrival of some students and the departure of others for a second week. A fact of unusual interest was the presence of several students from overseas, their contributions to the discussions betraying a real admiration for the English methods of local self-government.

### Inaugural Dinner

In the lofty oak-panelled dining hall of Selwyn College the company assembled for dinner on the opening night. Mr. F. Marsden, the President, was in the chair, with Sir E. Hilton Young at his right. Also present were Alderman

W. I. Raynes, M.A., Mayor of Cambridge; Alderman W. C. Jackson, J.P., Chairman of the County Council; Rev. G. E. Newsom, M.A., Master of Selwyn College; Professor E. Barker, Cambridge University; Mr. M. S. Pease, M.A., Girton R.D.C.; Mr. G. B. Bowes, M.A., Past President, Cambridge Chamber of Commerce; Mr. W. A. Fenton, M.A., Borough Librarian; Dr. F. Robinson, County Medical Officer; Mr. A. G. Embury, A.S.A.A., Borough Treasurer, Cambridge; Dr. W. A. Robson, LL.M.; and Mr. W. D. Bushell, M.A., Lecturers at the School; Mr. J. A. McMillan; Mr. A. L. Peacock, Mr. L. R. Hewitt, Mr. J. Lambert, and Mr. J. Monk, Cambridge Branch of N.A.L.G.O.

The Minister made allusion to the complexities of the modern administrative era and the need for realising the necessity for ordered thought in the local government service. Those complexities were ever increasing, and the growth of the mastery of the forces of nature, coupled



GROUP OF STUDENTS AND VISITORS AT THE OPENING OF THE SUMMER SCHOOL



with the improvements in organisation, placed at the disposal of mankind ever more variety, ever larger resources, and at the same time increased the demands which men and women made of life. Under our democratic system the people turned, to those responsible for the administration with even higher demands for perfect service.

With that growing complexity was there not, Sir Hilton Young asked, also a growing importance in the fact that the functions of local government increased more and more in their proportionate relation to the social structure than almost any other of the forces engaged in the government of the modern world? "Your power is now so great that when we need initiative for a national effort we must look to and call upon the local authorities to provide at least a portion of the initiative," he continued. "The whole stimulus cannot come from the central government in a matter of that kind."

#### A Fascinating Task

It was not for them to assume that with the cutting down of expenditure and a shortage of money there was no prospect of useful work. "Just because you cannot spend your time on fresh enterprises, that is no reason for a loss of interest in your work. This is the time for a 'tidying-up' and a very fascinating work it is."

They hardly needed him to assure them that there was plenty of work to be done in improving their methods of administration so that they might get the fullest value for every £1 they spent. He promised to do his part, and to encourage them in their task. He could thwart them by piling upon their shoulders fresh legislation, but that he did not intend to do. He thought the Act of 1929 had given them quite enough to think about. He added that that did not mean that it

was necessary to postpone indefinitely amending legislation, with regard to superannuation of local government officers, for example. There he would make an exception to the rule and consider such a question in the light of the economic considerations of the immediate future and the time available for legislation.

The Minister concluded on a note of warning to local authorities to avoid, as far as possible, excessive borrowing. The present was not the time when it was in accordance with public policy for local



MR. T. S. SIMEY  
Lecturer in Public Administration Liverpool University

authorities to engage in borrowing which could possibly be avoided.

Mr. J. Chaston, who has since been elected Chairman of the Education Committee of N.A.L.G.O., followed the Minister with some telling facts about the educational work of the Association, and the Master of Selwyn, Dr. Newsom, extended a welcome to the students.

## THE LECTURES

Space will not permit of a detailed reference to the lectures, the connecting theme of which was "Local Government and the Crisis." Dr. Robson's work at the London School of Economics is well known. Delightfully unorthodox in many of his views, his lectures opened up the way for earnest discussion. In his first group he declared that local government in England was the outcome partly of spontaneous local growth of a highly diversified character and partly of the occasional intervention, often drastic in character, by the central government. The result, he set out to show, had been a haphazard, un-coordinated and unscientific development. Little or no thought had been given to municipal services, for example. The question of qualifications, methods and recruitment, salaries—all vital things which affected not only the public but the lives of every local government officer—had never received any official or unofficial systematic thought.

In a later lecture Dr. Robson focused attention upon a number of outstanding questions which, he said, were characteristically similar in many of the principal European countries. For example, areas, the government of metropolitan boroughs, the relations between central and local government authorities. These and like questions were very largely responsible

In a later lecture Mr. SIMEY urged the wholesale reconstruction of the functions of local government if a logical basis was to be left it, or if the services of the local authority were to be administered with a desirable degree of efficiency. A survey of the problems of the locality was called for and a comprehensive policy evolved for submission to the Central Government.

Turning to the problem of areas, Mr. SIMEY described it as one of the most baffling problems of local government. When functions were considered, it was apparent that the appropriate size of the authorities exercising them differed in each case. The best area for electricity supply was that of the industrial region and its outskirts. The best area for sewerage depended upon the geographical features of the land and so on. The solution of the nineteenth century was the *ad hoc* authority, and on the *ad hoc* authority, with much pain and tribulation we had turned our backs. We have got to find a compromise between the ties of local patriotism and the economic factors which determine the most appropriate areas.

In his final lecture Mr. SIMEY considered the methods by which the local authority administrators and how these methods may be planned to secure the minimum of friction and the maximum of initiative.

#### Prize-winning Essay

SIR ARTHUR ROBINSON, Permanent Secretary to the Ministry of Health, visited the school on the Thursday afternoon, and after taking tea with the students, presided over a special session at which Mr. Kent Wright's essay, "The Principles on which, and the Methods by which, Co-operation between different Local Authorities and different classes of Local Authorities may best be secured or developed," was discussed.

This essay was submitted in the competition for which an award of £5 was made by Sir Arthur Robinson. The adjudication of the entries submitted in the competition this year favoured Mr. Kent Wright for the second year in succession.

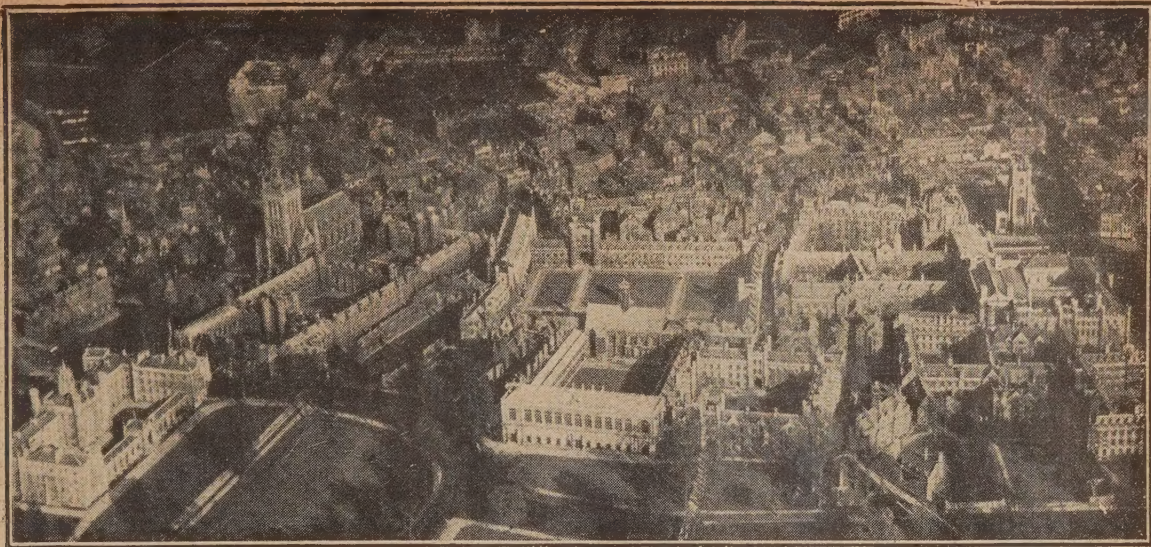
In his essay Mr. KENT WRIGHT enumerated the existing methods of co-operation which were to be found among local authorities and instanced this co-operation in relation to particular services such as town planning, water supply, sewage disposal, electricity, smoke abatement, education, police, hospital services, etc., and then proceeded to give instances of co-operation in the Metropolis. Having laid down the principles of co-operation, Mr. KENT WRIGHT reflected upon the machinery of co-operation and possible developments.

SIR ARTHUR, speaking of the competition, said several of the essays displayed a good deal of quite sound and original thinking, which, after all, was the object of an essay. He had had great difficulty in finally deciding which of two essays were the best. Local government, Sir ARTHUR ROBINSON went on to say, was one of the things in this country where logic was very little found, but it proceeded successfully in spite of this. In Sir Arthur's view the best form of arriving at approximately equal standards of performance was by spreading knowledge through local officials. Every opportunity should be taken for thinking more, studying more, and talking more about local government services. The Ministry of Health had a great responsibility in this matter. One of its functions was the collection of knowledge on all questions of local government and public administration, and having collected it to disseminate and place it in their hands. There was a big partnership dealing with this work and the exchange of ideas such as was possible at such a function as their Summer School could do nothing but good. That was why he was with them, to encourage the exchange of ideas on the development and study of local government.

The Summer School closed, so far as official functions were concerned, with a most successful

† The September issue of LOCAL GOVERNMENT SERVICE will contain an extended summary of Mr. Kent Wright's prize-winning essay.—Ed.





Cambridge—University Colleges and River Cam in the foreground

ful invitation social and dance in the Guildhall on Friday evening, July 8. Over 200 guests were present, including the Mayor, Alderman W. L. Raynes, and Mrs. Raynes, and the Deputy Mayor, Councillor E. Jackson, and Mrs. Jackson.

The success of the affair was dependent not only on the excellent organisation, but also on the free-and-easy atmosphere which prevailed. The delegates will take away happy memories of the last function arranged for their entertainment at Cambridge, and of the hospitality of their fellow workers in the Association.

During the early part of the evening a whist drive was held in the small room, Mr. Monk being the steward, and about twenty tables were in play. The winners were: Mr. Chapman (Leeds) and Miss Hart (Cambridge). Following an informal "sing-song" led by Mr. Hurst, the Rendez Six Band played for dancing and kept up a programme of old and new dances until 1 a.m. The dance stewards were Mr. N. Hurst and Mr. T. King.

The rendezvous for the dancers were all names well-known to the members of the

Association—Selwyn (the venue of the Summer School), Croyde Bay (the holiday camp), Abingdon Street (headquarters of the Association), and Matlock (the convalescent home).

Those responsible for the organisation were Mr. J. Lambert (hon. secretary of the Cambridge Borough branch), Messrs. W. A. Fenton, L. R. Hewitt, and J. Monk; and for the County branch, Messrs. J. A. McMillan, T. King, A. Peacock, and Miss Dant.

### RECREATIONS

Leisure hours at the School were filled in diverse ways. The River Cam was perhaps the greatest attraction, and boating and swimming parties were daily arranged. A tennis tournament was played under the most favourable conditions. In the semi-finals C. E. Robotham beat J. R. Sampson, 6—3, 6—3, and R. N. F. Evans accounted for S. Birley, 6—1, 6—0. Some first-class tennis was witnessed in the final round. At breakfast on the concluding day Mr. Harvatt, the School organiser, presented the winner, Mr. Evans, with a silver rose-bowl, and the runner-up with a clock.

who have to tackle similar problems to our own.

We find there what is, after all, the heart of a university—"learning, laughter and the love of friends."

Mr. G. R. Coyne, Liverpool Branch, writes:—

AVOIDING the mere recital of the details of the week's events the following is a brief outline of the thoughts aroused and the impressions received at the Cambridge Summer School:—

There is a real distinction between the academic and the professional mind, and the advantages and defects of each are displayed in such lectures and discussions. In the sphere of public administration a unique opportunity arises for a working partnership for the highest ideals of government.

I consider that the next few years will see an increasing demand for the admission of university graduates into the Service. How far this is pure altruism on the part of University Senates, and how far the results of fewer openings in industry, readers may decide. What is the attitude of N.A.L.G.O. to be on this point? Will we welcome the university men as being likely to raise the status of the Service, or adopt the usual tactics of "vested interests"?

The Diploma or Degree in Public Administration appears to be the armour of the individual officer of the future against the lances of erudite, but highly theoretical, culture.

I was impressed with the keenness of the discussions and the many thoughtful ideas expressed by young officers outside the lecture hall. (I definitely exclude from this tribute the man who thought a boating party gliding past the "Backs" in the evening glory of the river was an appropriate audience for his views on local administration generally.)

I think the presence of some American visitors, well qualified to speak of conditions in U.S.A. was a most attractive feature. I was rather surprised to note their real admiration of our national institutions as compared with American methods.

I am very glad to have met many friendly and interesting men from all parts of the country (particularly those who shared a punt and almost an inquest), and finally, I am very grateful to those responsible for the Summer School in giving me the opportunity of enjoying an intellectual experience and a choice selection of summer delights in the charming university town.

Miss Latham, a Bexhill member, writes:—ONE asks is it worth while?—to give up a part of one's hard-earned vacation to the study of various aspects of one's everyday work. Having attended the first three N.A.L.G.O.

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## SUMMER SCHOOL IMPRESSIONS

Thoughts Grave and Gay—By Students

"K. W." Metropolitan District, writes:—A SPEAKER at the concluding lecture at the N.A.L.G.O. Summer School this year referred to the "gown of martyrdom" in which many students came to the Summer School. At first sight, it may seem that for a man to give up one out of two weeks' holiday to attend anything in the nature of school, does perhaps savour of self-sacrifice. But there were few signs of martyrdom to be discerned in the bronzed and cheerful faces of the members of the school and the flannel-clad figures which walked round the quadrangles and gardens of Selwyn College and explored the many lovely byways of Cambridge.

To me it seemed either that we ought to re-christen the Summer School by some other name which would indicate that it is not a ceaseless grind of lectures, but that quite three-quarters of the time spent there is a real and unique holiday, or that we should read into the word "school" its original meaning of "leisure." At any rate, it is certain that those who attended the Summer School this year will tell their friends what sort of show it really is.

Some holidays are definitely marred by a kind of mental atrophy. We glory in the unaccustomed *dolce far niente* for three or four days, and then suddenly experience a strange nos-

talgia for work, or, at any rate, something to which to apply our minds.

The N.A.L.G.O. Summer School is a delightful compromise between work and play. An hour's lecture from 10 to 11 in the morning following by half an hour's formal discussion, another lecture or tea talk between 5 and 6 or perhaps a lecture between 8 and 9. That is practically the whole of the serious work comprised in the school. For the rest of the time one was free to enjoy the excellent facilities for a holiday which Cambridge offers, to form new friendships and to savour the joys of university life—bathing in the river, punting or canoeing to the Orchard at Grantchester (where one realises the poignancy of Rupert Brooke's "... would I were in Grantchester, in Grantchester"), tennis on the college tennis courts, a prowl round Heffers, Bowes & Bowes, or some other of Cambridge's multifarious bookshops, or a morning coffee or lemon "squash" in the Dorothy Cafe to the strains of "When Huber played the Rumba down in Cuba..." "They're rare lads and they do enjoy themselves" was the comment I heard from a gentleman from Lancashire. It is perfectly true. But most important of the effects of the Summer School is the broad review that it gives of the field of Local Government as a whole and the stimulating contact with people



# DEVELOPMENT AND ECONOMY

## SUMMER SCHOOL IN SCOTLAND

THE second Scottish Summer School of N.A.L.G.O. took place in St. Salvator's Hall of the University, St. Andrews, opening on Saturday, July 16. Mr. Hugh Begg, F.R.C.V.S., Chairman of the Scottish Council of the

tions' Board for England and Wales. He expressed appreciation on behalf of the Association of the facilities afforded by the Edinburgh and Glasgow City Councils for the attendance of certain of their officers at this Summer School.



Students attending the Scottish Summer School

Association, presided at the inaugural dinner and expressed the hope that the officers attending would be inspired to take a wide view of their daily duty and to feel that they belonged to a great and important service.

### Administrative Reorganisation.

LORD ELGIN, who opened the School, urged a national view of the problems which confronted them to-day. During the past three years local government administration had gone through a complete reorganisation; and it was those who had acquired an all round knowledge who would be best fitted to deal with the emergencies that had arisen. He thought it essential that they should consider development and economy together. He believed that they should first take stock and find out the good that any particular work was doing and then ask themselves whether it was real economy to stop it. Fresh inspiration and close co-operation between officer and councillor would lead to real economy.

MR. JOHN CHASTON, Chairman of the Education Committee of the Association, also addressed the gathering. He referred to the Association's examinations, their scheme of tuition for local government officers, and their scholarship awards totalling £700 each year. He was glad to see that local authorities were taking a greater interest in the qualifications of their officers, as was evidenced by the Association of Municipal Corporations, and the County Councils' Association now being represented on the Poor Law Examina-

SIR T. PERCIVAL, North Shields, vice-president of the Association, proposed a vote of thanks to Lord Elgin for opening the school.

### Colonial Local Government.

DR. DRUMMOND SHIELS, M.C., late Under-Secretary of State for India and for the Colonies, delivered the first of two lectures on "Local Government in the British Empire."

DR. SHIELS said local government came very near the lives of the people, affecting their daily comfort and happiness, and on its efficiency depended the proper application of most of the central legislation.

Dealing with local government in Canada, the lecturer regretted the backwardness there of social services.

New Zealand and Australia had much to teach Britain in regard to the taxation of land values, which was in practical operation in these countries, and about the running of hospitals.

Australia was behind in municipalisation, and more services should be delegated to municipalities. State enterprises had not always proved successful, and one of the reasons for that was the absence of the tradition of public service which Britain's great body of municipal workers had developed. South Africa was weak in local government organisation, and the racial discrimination in the franchise (outside of the Cape Province) was a hindrance to the proper representation and service of the whole community.

DR. DRUMMOND SHIELS advocated

reciprocal visits of members of local government organisations in Britain and the Dominions.

Other lecturers included Mr. John Cunison, M.A., Glasgow University; and Mr. J. D. Imrie, M.A., City Chamberlain of Edinburgh. After dinner talks were given by Dr. Bowie, Dundee; Mr. Garnet Wilson, Dundee; Mr. N. A. Reynard, Director of Public Assistance, Glasgow; and Mr. James E. Shaw, County Clerk of Ayr.

## SUMMER SCHOOL IMPRESSIONS

(Continued from page 517)

Summer Schools, I unhesitatingly answer in the affirmative. The lectures and discussions lift one above the ordinary routine of things, and in the bird's-eye view obtained of the whole system of Local Government, one's work, which may seem to be a small and insignificant part, takes on an importance and interest never before suspected.

For sheer jolly good company commend me to the N.A.L.G.O. Summer School, where the happy informality of camp life is combined with the cultured atmosphere of the university, as anyone who joins us at our meals in Hall, on the tennis courts and river, at our sing-songs, or any other social activity will readily agree.

If the test of a good holiday is, that one returns refreshed in mind and body, with a wider circle of friends, and a new enthusiasm for one's work, than I can think of no more pleasant and profitable way of spending it than by attending the N.A.L.G.O. Summer School.

Miss Margaret Steel Moss, a Welfare Worker from Harrisburg, Pennsylvania, U.S.A., who remained throughout the week, writes:—

THE visitor to England who is whisked from this Norman castle to that ancient cathedral and who is led reverently to innumerable graves may easily form the impression that the country is only interested in the past—and a jolly far distant past, too. One way to shoot to pieces the superficiality of this judgment is to visit the N.A.L.G.O. Summer School. Here are some of the folks who are not just concerned with studying history, but who are making it—at a critical point, that of local government. The vigor and reality of the discussions are heartening indeed to all of us who are ambitious for the future of government, from whichever side of the water we may come.

Mr. J. M. Mortimer, writes from the Scottish Summer School as follows:—

I WRITE from St. Andrews where the Scottish Summer School is being held. A formal report of the inaugural dinner, while it gives the salient facts and the more important remarks in the speeches, conveys little of the cordial and friendly atmosphere of the school. At the dinner we had an excellent send-off. The viands provided were delightful—the soup, the salmon, the chicken, the strawberries and cream and meringues, and the coffee. Then the speeches. Mr. Begg was happy in his opening remarks, and the Earl of Elgin, with his delightful geniality and his easy conversational style of speech, kept his audience interested and entertained. Mr. Chaston gave a very able exposition of N.A.L.G.O.'s educational policy, which evidently impressed Lord Elgin and the other guests as much as it did his fellow Nalgoites. On Sunday evening round the fire about a dozen of the students, with Dr. Shiels, Mr. Chaston, and others, there was an interesting and delightful "pow-wow" until the "wee sma' 'ours." Every one at the school is astonished that more Nalgoites are not taking advantage of all these delightful experiences of college life in St. Andrews. The students are urging us to try once again next year to have a really well-attended school in the same place. They are convinced our members misunderstand the real purpose of the schools.



# NATIONAL EXECUTIVE COUNCIL

## REPORT OF THE PROCEEDINGS OF THE JULY MEETING

A MEETING of the Executive Council of the National Association of Local Government Officers was held at 24 Abingdon Street, Westminster, on Saturday, July 9. There were present Messrs. S. Lord (chairman), A. G. M. Archibald, W. W. Armitage, W. G. Auger, J. T. Baker, H. Begg, A. G. Bolton, C. G. Brown, G. C. V. Cant, J. Chaston, G. W. Coster, F. R. Finch, G. S. Fraser, T. Freeman, J. E. Gee, V. Grainger, F. W. Greenhalgh, D. L. Griffiths, P. H. Harrold, A. M. Imrie, G. Llewellyn, W. E. Lloyd, F. Marsden, M. O. McAuliffe, J. Moss, H. S. Newton, Sir Tom Percival, Messrs. A. Pinches, C. A. W. Roberts, E. H. Scarlett, J. W. Singleton, A. Webb, W. H. Whinnerah, J. W. Wilkinson, F. J. Willett and Mrs. G. Franks.

The GENERAL SECRETARY reported that an invitation had been received from the Sanitary

Inspectors' Association for the Association to be represented at the Annual Conference to be held in Colwyn Bay in September.

The President and General Secretary were asked to represent the Association at the Conference.

Arising from the presentation of the minutes of the Service Conditions and Organisation Committee and the receipt of letters from the Rochford Branch, the Mid-Cheshire Branch and the Winchester Branch each enclosing a resolution calling upon the N.E.C. to approach the appropriate Government Department with a view to ensuring that in any scheme of economy which may be evolved no local government officers shall be further penalised, the GENERAL SECRETARY submitted a memorandum on the national situation and addressed the Executive Council.

Since the last meeting of the Committee nine decisions had been given on compensation appeals which had been made. In each case the amount of compensation awarded was increased on appeal. Fifteen cases regarding compensation for loss of office or emoluments, twenty-one regarding conditions of service of transferred officers, fifty-four concerning superannuation and sixty-two on general legal questions had been dealt with at Headquarters since the March meeting of the Committee.

Typical cases of legal assistance rendered to individual members through the Legal Department were reported for the information of the Committee. In one instance an inspector under a Corporation Tramways and Omnibus Department whilst on duty was knocked down by a private motor-car and received head injuries. The Chairman of the Committee had given authority for a local solicitor to be instructed with a view to obtaining damages from the driver of the vehicle. The claim had been settled at £125.

On behalf of another officer, authority had been given for the Association's solicitors to issue a writ claiming both damages for libel and an injunction against a woman ratepayer. Subsequently an application for a second action for libel against the person was received on behalf of another member, against whom she had also made charges of dishonesty and gross neglect of his work in a letter written to the Chairman and members of the officer's council. Counsel's opinion had been taken and writs issued.

Another case had been handled in which an officer, in his capacity as Market Toll Collector, had been subjected to serious libel by a stall-keeper. Counsel, instructed by the Association, had advised that proceedings be taken on the member's behalf and a writ had been issued. In yet another instance an officer who was Registrar of Births and Deaths for many years had occupied a house in which he provided accommodation for the offices required by him as Registrar. For over twelve months, the owner of the house had been endeavouring to get possession of it, but the alternative accommodation offered by him was considered to be unsuitable both as regards accommodation and position. In February, 1932, the owner served a summons claiming possession. The Chairman of the Committee instructed solicitors to act on behalf of the officer and they advised that the alternative accommodation offered was not such as would be likely to satisfy the Judge, and that they thought there was a good case to defend the proceedings. The Judge, when the case came before the County Court, non-suited the plaintiff on the grounds that his notice to relinquish the premises was bad. Costs were awarded to the officer.

At a meeting of an Urban District Council, a member made a remark about the Clerk, which the latter considered defamatory. The officer applied to the Association for legal advice and assistance. His application was supported by his branch, counsel, however, advised against action being taken. Sustaining injuries as the result of being knocked down during the performance of his duties by a motor-car, an officer, a Parks Superintendent, claimed compensation to the amount of £29 1s. The insurers refused to admit liability and made no offer. With the authority of the Chairman of the Committee, the Association's solicitors then wrote to the insurers threatening legal action if the claim was not met. As a result of further negotiations, the insurers agreed to pay in full settlement the sum of £19 1s., which the officer agreed to accept in settlement of his claim.

The report of the Law and Parliamentary Committee submitted by Mr. C. G. Brown was approved and adopted.

## LAW AND PARLIAMENTARY COMMITTEES

IN its report to the N.E.C. on the proceedings of its meeting held on Friday, July 8, the Law and Parliamentary Committee announced that it had elected Mr. C. G. Brown, Town Clerk, Cardiff, and a vice-president of the Association, to be its chairman, and that Mr. D. L. Griffiths had been appointed vice-chairman for the ensuing year.

The Legal Secretary reported to the committee that some months ago, information was received at Headquarters that Inspectors of Taxes in certain districts were taking the view that where a local government officer had agreed to a voluntary deduction being made from his salary on account of the national financial situation such officer was, in fact, making a voluntary gift to the local authority and, consequently, should be assessed for income-tax purposes on his gross salary and not on the net salary after taking into account the deduction. Representations were made to the Board of Inland Revenue in which it was submitted that (1) there was no voluntary gift in such cases; (2) unless the terms of the officer's engagement made special provision for the variation of his salary the salary could only be reduced in one of two ways, either with his consent or by his appointment being determined with a view to re-appointment at a lower salary, and (3) where an employee voluntarily agreed to waive receiving part of the salary to which he was entitled by the terms of his engagement the contract of service was modified to that extent and, consequently, he should only be assessed for income tax on the amount of the salary which he actually received. From an interview which the Legal Secretary had with a representative of the Board of Inland Revenue on March 11, 1932, it seemed that the Inland Revenue were prepared to agree with the contentions put forward by the Association, but subsequently it was ascertained that at Manchester, where agreed deductions had been made in accordance with the scale recommended by the Lancashire and Cheshire Provincial Whitley Council the Inspector of Taxes was in the first instance quite willing to assess the officers concerned on their net salary, but that acting on instructions received from the Inland Revenue Authorities at Somerset House, he had intimated that he would have to assess the officers on their gross salary.

A case on the position that had arisen at Manchester had been submitted to Mr. A. M. Latter, K.C., and in a written opinion subsequently received, Counsel advised that the officers were entitled to be assessed on their net salary,

after taking into account the deductions on account of the national financial situation, and not on the gross salary.

It was resolved that a copy of this Opinion be sent to the Board of Inland Revenue.<sup>†</sup>

In all cases where the Association had ascertained that an Urban District Council had made or was about to make an application to the Privy Council for the grant of a Charter of Incorporation, the Privy Council and also the District Council concerned had been asked to insert in the Incorporation Scheme the latest form of compensation clause which had been prepared on behalf of the Association. That clause provided for the compensation of those officers who lose office in consequence of the scheme who were employed by the council immediately before the date of the confirmation of the scheme and who shall have been employed by such council for not less than one year. In all recent schemes the Privy Council had, however, insisted that the compensation provisions shall be made to apply only to officers who had been employed by the Council for a period of not less than five years. Representations had been made to the Privy Council, urging that the period should be one year and not five, and information had been collected and furnished to that Council to show that a very large number of officers affected by Incorporation Schemes now in contemplation had long period of service under local authorities but less than five years with the councils they were now serving.

A communication was recently sent by the Association to the Ministry of Health with reference to the omission of any provision for the compensation of officers from a scheme made by the Warwickshire County Council under Section 16 (8) of the Rating and Valuation Act, 1925, altering assessment areas in Warwickshire. A reply was received stating that neither the County Council nor the Minister had power to insert compensation provisions in a scheme made under Section 16 (8) of the Act of 1925. As the result of a further communication to the Ministry the Association was informed that any claim to compensation which might be made would fall to be dealt with under the Warwickshire Review Order, 1932, made under Section 46 of the Local Government Act, 1929, and which incorporates the compensation provisions of that Act.

<sup>†</sup> On July 11th last a communication was received from the Inland Revenue to the effect that they had decided that the officers at Manchester should be assessed on the amount of salary actually received and not on the normal salary.



## EDUCATION COMMITTEE

At a meeting of the Education Committee held on Friday, July 8, Mr. J. Chaston was elected chairman in succession to Mr. E. W. B. Abbott, whose retirement from the service was recently announced. Mr. C. A. W. Roberts was elected vice-chairman of the Committee. In the Committee's report to the Executive Council, allusion was made to the courses for Diploma in Public Administration. It had been suggested that District Committees concerned should be approached with a view of enlisting their aid in giving prominence to the University facilities.

As a result of a meeting convened by the Liverpool Branch, an Area Committee had been formed to secure, as far as possible, the flow of students for the Diploma at the Liverpool University. Through this agency propaganda meetings of the branches concerned would be held and applications made to local authorities for assistance to enable officers to attend the course. The field of action of the Area Committee may be extended in order to correlate the various educational facilities available in the Liverpool area and in all probability a Research Group would be formed in the autumn.

The position in London, the Committee was informed, was somewhat different, because the Diploma course at the London School of Economics was the first to be instituted and was now well established in the curriculum. The experience of the university was that degree courses were much more successful than diploma courses, as the student who was able to give up two years of his time for the diploma course was willing to devote another year to prepare for a degree. A suggestion had been made to the secretary of the School of Economics that a meeting might be called of persons interested in the Metropolitan Area to hear addresses by members of the school staff on the diploma work.

It was hoped to hold a meeting at an early date in Leeds, with representatives from the branches concerned.

As previously reported, an Exploratory Committee had been set up by the Institute of Public Administration to discuss the arrangements at the Universities for the award of Diplomas in Public Administration. Several meetings of the Committee had been held and it appeared that there was considerable preparatory work to be done before any degree of similarity between standard, subjects and fees payable could be introduced into these Diploma courses. The Exploratory Committee had gone deeply into the teachability of Public Administration as a science and there appeared to be agreement amongst the members that there was ample scope for a University course.

At the instance of Birkenhead, Bootle, St. Helens, Wallasey and Widnes Branches, the Education Committee had considered the possibilities of making grants to each of the universities which had instituted courses for a Diploma in Public Administration, and in agreeing to proposals in principle, had called for a report to be prepared showing the probable cost of the proposal.

Weston-super-Mare Conference having agreed to the Association's proposed scholarship schemes, the Committee now desired to proceed with the working out of the details of the scheme. Two communications, one from the Metropolitan District Committee urging the settlement of a scheme for making loans to officers to assist them in acquiring qualifications to enable them to rise to the highest posts in the service, and the other from the Incorporated Secretary's Association asking to be included in the scholarships scheme on the grounds that a number of local government officers took the examinations of the Association, were referred to the N.E.C. The names of the president, Mr. F. Marsden, and the hon. solicitor for England, Mr. Harrold, were added to the Committee responsible for the scholarship scheme.

Two candidates only had sat for the Sister-Tutor Scholarship, and as neither had attained the necessary standard of marks in the examination, the Committee recommended that

the scholarship be not awarded this year. Branches which had made contributions towards the cost of the Sister-Tutor Scholarship are to be asked to allow their contributions to be placed towards the scholarship on the first occasion of its award.

N.A.L.G.O. examinations were held during May at London, Bristol, Exeter, Halifax, Hove, Hawick, Grimsby, Kettering, Leicester, Manchester, Perth, Preston, Sunderland, Swindon, Treforest, Wakefield, Weston-super-Mare, Winchester, and Wolverhampton, when the number of candidates (115+222=337) for the two examinations in 1932 constituted a record. Awards of prizes had been made as follows: H. V. Watkin, Town Clerk's Department, Halifax, £12 12s.; G. Brodrick, Education Department, Nottingham, £6 6s.; J. G. Burns, Town Clerk's Department, Southport, £3 3s. Messrs. J. Chaston, F. R. Finch, and C. A. W.

### Message from the Chairman of the Management Committee of the Benevolent and Orphan Fund:

*Will each Branch kindly make an organised effort AT ONCE to secure 100 per cent. of annual subscribers to the Benevolent and Orphan Fund?*

*About 27,000 of our members do not pay the small annual subscription of 2s. 6d. I feel sure that it is only forgetfulness on the part of many of our members that they do not pay this small subscription.*

*Have you ever considered what would have happened to the orphans and widows of many of our former colleagues if we had not been able to render timely financial assistance from our Benevolent and Orphan Fund?*

*"After all, 'tis very little  
We can do for each other."*

H. S. NEWTON,

Chairman of the  
Benevolent and Orphan Fund.

Roberts were appointed Examination Assessors for 1932-1933.

Applications had been addressed to the following associations for the recognition of the N.A.L.G.O. Preliminary Examination: The Society of Incorporated Accountants and Auditors, Corporation of Accountants, London Association of Accountants, Institute of Cost and Works Accountants, Chartered Institute of Secretaries, Incorporated Secretaries' Association. The reply of the Society of Incorporated Accountants and Auditors was in the nature of a refusal to recognise the Association's syllabus, but the Incorporated Secretaries' Association had replied more favourably. Replies were awaited from the remaining associations. It was further reported to the Committee that the Association had been asked to conduct Entrance to the Service Examinations for East Ham and Camberwell Metropolitan Borough Councils and further, Mr. J. Chaston and Mr. F. R. Finch, the general secretary, and the education secretary had attended a meeting convened by the Executive Committee of the Poor Law Examinations Board and had suggested that the Board should set up a complete correlated series of examinations for all officers in the Public Assistance Service and that, if this were done, the Association would cease to examine Public Assistance Officers.

The Board was well disposed towards the development of its sphere of activities, but had subsequently decided not to proceed at present on the lines put to it by the N.A.L.G.O. representatives. Further representations are to be made to the Board on the decision taken.

It was reported to the Committee that the

number of N.C.I. students who, since January 1 had passed either the whole or part of the N.A.L.G.O. examinations was 268.

The Committee resolved unanimously to recommend that the N.E.C. should take steps to make some recognition of the services rendered by Mr. E. W. B. Abbott to the Association and particularly to the Education Committee. Confirming this recommendation the N.E.C. agreed to sanction the expenditure of fifty guineas for this purpose.

The report of the Education Committee, submitted by Mr. J. CHASTON was approved and adopted.

## APPROVED SOCIETY

THE N.A.L.G.O. Approved Society Committee of Management met at the Town Hall, Bolton, on Friday, June 17. In the minutes of the proceedings submitted to the National Executive Council, there was a reference to the correspondence which had been proceeding between the Society and the Ministry of Health on the question of the payment of hospital benefit under Additional Benefit No. 10 where the member himself pays the surgeon's fee direct instead of to the hospital or nursing home in which the operation was performed. The Auditor had stated that while such payment was permissible if a member should pay the surgeon's fee for the operation direct to the surgeon, the Society's grant in respect thereof will be disallowed by the Government Auditors. This differentiation appeared to the Committee to be unfair but had been upheld by the Ministry in a letter dated April 7, 1932. The Committee resolved that in future the payments under Additional Benefit No. 10 made by the Society to hospitals and nursing homes shall, wherever possible, be inclusive of the surgeon's fee. The Emergency and Convalescent Home Sub-Committee had received statements showing the number of persons admitted to the Home and fees received. Having regard to the comparatively small number of Approved Society members taking advantage of the Home, instructions had been issued for the issue of a leaflet advertising the Home to be circulated to all members. The vacancy arising from the resignation of Miss S. Pacey, Matron of the N.A.L.G.O. House Convalescent Home had been offered Miss K. N. Herstock.

The report of the Approved Society Committee of Management was received.

## PUBLICATIONS and RECREATIONS

MR. J. W. SINGLETON and Mr. W. G. Anger were respectively appointed chairman and vice-chairman of the Publications and Recreations Committee. In a report of the Committee's proceedings, mention was made that consideration had been given to a number of properties which were likely to meet the Association's requirements in the establishment of a holiday camp, similar to Croyde Bay, which would be more easy of access for Scottish and Northern members. A special sub-committee was appointed to inspect and report on the properties.

Having further considered the question of establishing a N.A.L.G.O. Sports Council on national lines, and having received the observations of the District Committees, the Committee decided that such opinions showed that the District Committees were not yet ready for the establishment of a National Sports Council, but that the respective District Committees be urged further to encourage sports and recreations (i) within the branches; (ii) between branches in their areas by means of District Committee competitions and otherwise; and (iii) on an inter-District basis. The report of the proceedings of the Publications and Recreations Committee was approved and adopted.



## FINANCE AND GENERAL PURPOSES

IT was reported in the minutes of the Finance and General Purposes Committee's meeting held on July 8 that Mr. F. J. Willett had been elected chairman, and Mr. A. Pinches vice-chairman of the Committee for the ensuing year. A reference from the Annual Conference relating to the percentage of subscription retainable by branches covering large rural areas and calling for the amendment of Rule 9 was before the Committee. A report on this subject pointed out that the policy of the National Executive Council was to encourage the formation of sub-branches or, in areas where there were insufficient officers to justify the establishment of a sub-branch, to attach those officers to the local branch in the area where they are working. The sub-branch, or the local branch, should be allowed a proportion of the subscription which remained for local purposes on a basis agreed between the parent branch and the sub-branch or local branch. If this policy were to be adopted by the branches covering large rural areas, the Committee thought the extra expenditure incurred by them would be reduced to a minimum in so far as the sub-branches would be autonomous and self-supporting. The Committee, having thoroughly investigated the

question, decided that the District Committees should be left to deal with those branches covering large rural areas, and that any claims on national funds by the District Committees be dealt with by this Committee under the provision of Rule 17 (b).

The Committee asked a special sub-committee comprising the President of the Association, the Chairman of the N.E.C., the Honorary Solicitor for England, the Chairman of each Standing Committee, the Chairman of each of the Managing Committees of the ancillaries of the Association and Mr. A. G. Bolton to go into the question of the setting up of an Agenda Committee and the powers which should be delegated to it.

October 31 was the date decided upon by the Committee as being the one at which the membership of the branches shall be taken for the purpose of making allowances to branches with membership not exceeding 50 to enable them to send one delegate each to the Annual Conference.

The report of the Finance and General Purposes Committee's proceedings as submitted by Mr. F. J. Willett was approved and adopted.

## POOR LAW TRANSFERRED OFFICERS

THE report of the meeting of the Poor Law Transferred Officers' Committee, held on July 8, announced the election of Mr. G. W. COSTER as chairman, and Mr. F. W. GREENHALGH as vice-chairman of the committee.

As regards the South Shields case, previously reported to the committee, the honorary secretary of the branch had written informing the committee that the Branch Executive had successfully resisted a further attempt to economise at the expense of the officers.

The Public Assistance Committee had recently sent a deputation to the Ministry of Health in order to assist in enforcing cuts upon the salaries of the officers at the Harton Institution. It is understood that the Ministry would only consent in the light of economies effected in other branches of the Corporation service, so it was believed that the Ministry would refuse to consent to the Public Assistance Committee's proposals. The branch expressed its appreciation of the most efficient services of the D.O.S., Mr. Swinden, who had been untiring in his efforts and who was solely responsible for the present happy position.

The Stockport County Borough Council, the committee was informed, had decided that all resolutions relating to temporary deductions from salaries or wages of officers and servants be rescinded, and that the Council adopt the scale of deductions recommended by the Lancashire and Cheshire Provincial Council for the professional, technical, administrative, and clerical servants of local authorities, January 1, 1932, being substituted for October 1, 1931, and December 31, 1932, for October 1, 1932, in the conditions attached to the scale. In a letter to headquarters, reporting this decision of the Stockport Council, the Branch Secretary says: "I think you will agree that the 'harvest' has been a good one. May I, on behalf of the branch and myself, express deep appreciation for the assistance you have given. N.A.L.G.O. has truly won a victory for Whitleyism."

In the case of reductions at Rochdale, after considerable negotiations, the Finance Committee admitted "a technical error," promised reconsideration, and subsequently announced its decision to refund the reductions made in the salaries of transferred officers. The Council agreed to the setting-up of a Joint Committee consisting of six representatives of the Corporation and six officers to consider the whole question of salary reductions. This committee was formed and at its first meeting the General Secretary and the Legal Secretary were in attendance to advise the officers' representatives.

Following a long discussion an agreed proposal was formulated.

In reply to the letter sent by the Association to the Ministry of Labour, a request was received for a representative of the Association to call at the Ministry and discuss the position of additional remuneration for extra work necessitated by the administration of the means test. The Legal Secretary attended at the Ministry on April 4. The Minister was prepared to reimburse Local Authorities for overtime paid in accordance with the local accepted practice; any reasonable increases of salary given to existing officers of the authority who had been required to act in a supervisory capacity; and gratuities to other officers required to do additional work (other than supervision) where the officers were in a grade above normal overtime grades, subject to the officer being in receipt of a salary of less than £500 a year. In the case of officers with salaries of £500 and upwards, the view of the Department was that, like the higher grades in the Civil Service, they ought not to receive any additional remuneration for work necessarily done out of normal office hours.

With a view to ascertaining what was the general practice of authorities in this matter a circular letter was sent to the Branches on April 12. Up to the present, thirty-eight replies had been received. One Authority had applied to the Ministry of Labour and received sanction to give additional remuneration to the officers engaged in the administration of transitional payments. Ten other Authorities had decided to grant additional remuneration and had applied to the Ministry of Labour for the necessary sanction. The result of the applications was not yet known. The question is under consideration by ten Authorities. In seventeen cases no members of the Branch were engaged in connection with the administration of transitional payments. In two cases where applications had been made by Public Assistance Committees to the Ministry for sanction to payments of additional remuneration to members of the Public Assistance Staff whose salaries exceed £500 a year, representations have been made by the Association to the Ministry in support.

A letter had been sent to the Registrar General expressing the Association's appreciation of what he had already done in G.R.O. No. 1/1932 to safeguard the interests of Registration Officers, and asking him to see that in all schemes made under Section 24 of the Local Government Act, 1929, a provision was inserted

to ensure that even a whole-time salaried Registration Officer should not be transferred from one district to another without the fullest consideration being given to the wishes of the officer concerned. To this suggestion, the Registrar General had expressed agreement, but doubted whether express provision could suitably be included in a scheme under Section 24, since such schemes, being instruments amending the Registration Acts, fall to be framed on the lines of Provisional Orders or Statutory Rules.

Particulars were before the committee of persons transferred from West Derby Guardians to Liverpool Corporation by the Act of 1929, and who, prior to transfer, had entered into an agreement with the Guardians to pay arrears of superannuation contributions. Counsel's opinion on this case was that the agreement between the Guardians and the officers whereby the Guardians should deduct the arrears of contributions under the Act which ought to have been deducted prior to July 1, 1929, by stated additional weekly instalment deductions was one, in the circumstances, which the Guardians could lawfully make and that they (and their successors, the Corporation) were bound by it. Had that agreement not been made the servants would still have been entitled to their full superannuation allowance and had a vested right to it payable on retirement in future.

Counsel advised the officers in question to request the Town Clerk to continue to deduct the contributions under the Act of 1896, and the arrears under the agreement referred to. If he refused proceedings for a declaration and a mandatory injunction on the Corporation should be taken in the King's Bench Division.

Based on this opinion, the committee recommended that, subject to the approval of the Liverpool Branch, the case of one of the employees in question be taken by the Association to the High Court as a test case.

The attention of the committee had been called to the cases of a number of female officers transferred to the L.C.C., under the Local Government Act, 1929, who had contracted out of superannuation in respect of their service as nurses. The committee recommended that the N.E.C. should approach the London County Council with a view to amendment of the London County Council Superannuation and Provident Fund to provide for such cases.

A member was, for some years previous to her transfer to a County Borough Council, under the Local Government Act, 1929, in the service of a Board of Guardians, and occupied the position of Out-Relief Clerk, a position of some responsibility. In September, 1926, the Salaries and Wages Committee of the Guardians resolved that she be placed in the same grade for purposes of annual holiday as the Chief Woman Visitor; i.e., that she be granted four weeks annually.

This concession continued until the officer's transfer to the Corporation on April 1, 1930. Under the Corporation scales of salary and practice the member's annual holiday was reduced to three weeks. Counsel advised that the holiday enjoyed by the officer previous to transfer was a condition of the office. This opinion had been sent to the Corporation concerned.

The report of the Poor Law Transferred Officers' Committee, submitted by Mr. G. W. Coster, was approved and adopted.

## B. & O. FUND

THE Benevolent and Orphan Fund Committee of Management, reporting upon its meeting of July 8, announced the election of Mr. H. S. Newton to be chairman and Mr. M. O. McAuliffe to be vice-chairman of the committee for the ensuing year. Allocations had been made from the income derived from



the sale of "Help Yourself" Annuals to Royal National Hospital for Consumption, Ventnor, £105; Royal National Sanatorium, Bournemouth, £63; British Red Cross Society Clinic for Rheumatism, £150; Royal Infant Orphanage, Wanstead, £520.

A grant of £25 had been made to Sir Josiah Mason's Orphanage and an agreement came to whereby the cost of maintaining each N.A.L.G.O. orphan who may be admitted to the Orphanage be at the rate prevailing during each year of residence.

In the case of the Manchester Warehousemen and Clerks' Orphan School, the committee proposed that a donation of £350 be sent to the Orphanage with a request that the money be set aside to meet the cost of maintenance of N.A.L.G.O. orphans who may, at some future date, be admitted to the Orphanage, any of such money not so required to be allowed to accumulate for the purpose of purchasing Life Presentations, the Orphanage being allowed to retain

the interest thereon.

A letter from the British Spas Federation outlined the arrangements made by the British Spas Federation, in conjunction with the B.M.A., whereby Independent or Voluntary Members of Friendly Societies suffering from diseases amenable to spa treatment may obtain a course of such treatment including medical advice, together with accommodation, at specially arranged terms.

The committee had referred the scheme to the Thrift Section of the Publications and Recreation Committee for consideration. In making final arrangements for the Photographic Competition, the committee had appointed Mr. H. H. Blacklock, secretary of the Royal Photographic Society of Great Britain, to judge the final entries in the competition.

The report of the Benevolent and Orphan Fund Committee of Management, submitted to the N.E.C. by Mr. H. S. Newton was approved and adopted.

## SERVICE CONDITIONS AND ORGANISATION

THE Service Conditions and Organisation Committee at its meeting on Friday, July 8, elected Mr. J. W. Wilkinson and Mr. W. W. Armitage, chairman and vice-chairman respectively. In the report of the Committee's proceedings, submitted by Mr. WILKINSON, it was stated that Halifax and District Branch had communicated a resolution passed at a recent branch meeting regarding national economy and that other resolutions had been received from the Metropolitan and South-Western District Committee. The Committee had received a request from the Metropolitan District Committee that various Employers' Organisations should be approached with a view to a Conference being called to discuss the question of the resuscitation of the National Whitley Council on the lines suggested by the District Committee. A resolution to similar effect had been received from the South-Western District Committee. A further resolution forwarded from the Metropolitan District Committee asked for immediate steps to be taken to convene a conference with a view of forming a Whitley Council for the Extra Metropolitan area.

The Service Conditions and Organisation Committee concluded that while the time was not opportune for an approach to the Local Authorities' Associations with a view to the formation of a National Whitley Council, the South-Western District Committee should be informed that the policy of this Association was to form Whitley Councils. It was resolved: That the suggestion of the Metropolitan District Committee be supported and that a questionnaire be sent to the branches in the extra Metropolitan area with a view to ascertaining to what extent representation at a Conference would be secured.

## PENSIONS AND BONUS

Under a proviso to Section 7 of the Local Government and Other Officers' Superannuation Act, 1922, any part of a superannuation allowance which is calculated by reference to a War Bonus or other similar allowance is calculated and liable to variation in accordance with the Rules for the time being in force with respect to superannuation allowances of members of His Majesty's Civil Service.

In consequence of the stabilisation of Civil Service remuneration from July 1, 1932, an agreement has been reached through the machinery of the Civil Service National Whitley Council regard-

ing the calculation of pensions:—

1.—Existing Pensioners (i.e., those who retired before July 1, 1932, whose pensions were calculated in accordance with the terms of the Treasury Minute of March 20, 1922):—

Pensions will remain during the period of stabilisation at the level on June 30, 1932, i.e., related to cost-of-living figure of 50.

2.—Officers retiring on or after July 1, 1932:—

(a) Pensions will be calculated during the period of stabilisation on the stabilised remuneration, i.e., related to cost-of-living figure of 50.

(b) Additional allowances and other lump sum awards under the Superannuation Acts and marriage gratuities will continue to be calculated as hitherto, i.e., upon the whole of that part of the stabilised remuneration which corresponds to the basic remuneration and on 75 per cent. of that part which corresponds to bonus related to cost-of-living figure of 50.

(c) In cases where pension, additional allowance or other lump sum award falls to be calculated on the average salary and/or emolu-

## PROVIDENT SOCIETY

THE Provident Society Committee of Management elected Mr. W. H. Whin-nerah to be chairman and Mr. W. W. Armitage to be vice-chairman of the committee for the ensuing year. The question of continuing to run the membership competition for a further year was raised at the meeting of the committee held on July 8. The competition in 1931 took the form of cash gifts, presented to the local correspondents who enrolled the highest percentage and highest aggregate number of new enrolments. The competitions organised during the past year or so have undoubtedly been responsible for a large increase in the Society's membership.

In the light of this information, the committee decided to authorise the competition for a further year. Claims paid from the Society Fund during the period January 1 to June 27 amounted to £4,344 in respect of the Sick Fund, £1,855 Rest Fund, £8,806 Deposit Fund withdrawals.

Proposed alteration to Rule 18, Convalescent Home Benefit, was referred to the Committee of Management for the A.G.M.: "That Section 2 of this Rule be amended so as to provide that N.P.S. members recommended for a longer period than two weeks residence at 'Nalgo House' be allowed the extra period at a reduced rate of £2 2s. per week."

There had also been referred back the following suggested alterations, submitted by the Committee of Management:—  
Rule 22—Trustees.

Insert the following words after the word "Society" in the first line of Section 1:—"who shall be the Trustees of the National Association of Local Government Officers for the time being."

A further alteration to Rule 23—Treasurer. "The Treasurer shall be the Honorary Treasurer of the National Association of the Local Government Officers for the time being" had similarly been referred back. The committee agreed to take no action thereupon in the case of the first-mentioned alteration and that in the case of the second, the Chairman and vice-Chairman were asked to confer with the Secretary and report to the next meeting of the committee.

Mr. P. H. Harrold (Honorary Solicitor for England) being eligible, was elected to honorary membership of the Provident Society during his period of membership of the N.E.C.

The Chairman, Vice-Chairman, and Honorary Treasurer were appointed representatives of the Committee to confer with two representatives of the National Public Assistance and Local Government Officers' Provident Association to examine whether amalgamation of the two organisations was possible and to submit a report thereon to the next meeting of this Committee.

ments for the three years preceding the date of retirement, the bonus for the period up to July 1, 1932, will be taken as the amount appropriate to a cost-of-living figure of 50.

3. In the event of a general revision of Civil Service remuneration before April 1, 1934, the position of both the above classes of pensioners will be further considered, subject to the statutory limitation (referred to in the Treasury Minute of March 20, 1922, as the overriding maximum), under which pension cannot be awarded on any amount in excess of the salary and pensionable emoluments of which the officer is in receipt at the date of his retirement.

The Staff Side place on record in connection with this Agreement their view that the additional allowances, etc., referred to in paragraph 2 (b) above should be calculated on a 100 per cent. basis, and they reserve the right to raise the question on a suitable occasion.



## LETTERS TO THE EDITOR

With the hope of encouraging a frank interchange of views on subjects bearing on the work of readers and upon questions of national moment, the Editor has allocated this space for letters from the local government officers. Letters, which should be addressed

The Editor,

"Local Government Service,"  
3/4 Clement's Inn, Strand,  
London, W.C.2

must be received on, or before, 15th of the month to ensure publication in the current issue.

The Editor will not hold himself responsible for the views expressed by the writers.

### ECONOMY COMPLEX

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—In days when "economy" serves as an excuse for almost every action, it is interesting to learn a new definition of the word. Friends of economy will no doubt be surprised at this definition when they realise that it means more spending by everyone—except public bodies—in other words, less spending by the Central and Local Governments, so as to leave more money available for circulation amongst private enterprise. In his article in "Lloyds Bank Monthly Review," Sir Ernest Benn has found ample scope for the interrelation of the doctrines propounded in his two works, "The Return to Laissez Faire" and "Account Rendered," but it is as well for his conclusions not to be accepted without deeper examination.

In regard to the suggestion to substitute block for percentage grants it must be pointed out that such a saving to the Exchequer would result in a similar increased expenditure by local authorities and would therefore not be popular with ratepayers. The system may also tend to retardation of essential services, though it is obvious that local authorities would find great difficulty in curtailing schemes to which they are already committed.

There can be no serious criticism that state enterprise, either central or local, has proved unsatisfactory; in fact, the evidence of the present crisis rather points the other way. It seems that we need more State control, not less, to prevent another catastrophe into which uncontrolled private enterprise and the desire for personal gain has plunged the world.

The application of commercial hours to governmental departments is a suggestion which will appeal strongly to local government officials. No evening meetings is a necessary corollary—consequently, a saving in fuel and light and tea allowances. Undoubtedly, any saving in this way would be mitigated by the consequential increase of staff, for the suggestion would

obviously result in less official hours of duty.

Sir Ernest criticises the existing method of Government Finance and asserts that estimates come first and supply second. This is, perhaps, true, but if he interprets "estimates" as meaning "needs" a greater truth will dawn on him. Here, again, block grants fail to meet the occasion. National services, such as education (Sir Ernest admits\* that education is a collectivist institution) administered locally should be supported by State contributions in proportion to the cost, needs and rateable capacity of the area. Surely he is not serious when he suggests a cessation of recruitment for the public services. These services have reached such a high state of efficiency that a curtailment would very seriously impair that efficiency in the future. Such a step is one which local government officers cannot countenance and should do all in their power to resist.

Another proposal is the abandonment of direct labour by public bodies. Here no economy can arise, for the profits of private enterprise must increase the cost to the public purse.

His suggestion for an economy inquiry is more palatable and in this he seems to have anticipated the Chancellor of the Exchequer. But that inquiry must be dispassionate and it must meet without any preconceived ideas inspired by political motives.

After all local authorities are doing the work of the central government in their localities, most of which have been forced on them by the *vox populi*. Perhaps Mr. Gordon Selfridge had this in mind when he said that democracy has failed.

\* The Return to Laissez Faire, Ch. XI.

I am, sir,

Yours faithfully,

F. A. BRISTOW, A.I.S.A., A.I.P.A.  
Reigate, Surrey. July, 1932.

### SALARIES AND GRADING SCHEMES

To the Editor of

LOCAL GOVERNMENT SERVICE

SIR,—I have read with interest the correspondence columns of the July issue of LOCAL GOVERNMENT SERVICE, and agree that the first of Mr. Suthren's items is, in the last analysis, the most important in these days, but I hope that he, as well as others, will recognise the bearing that the "Remuneration of Women" has upon the whole question of general remuneration in the service.

From what I have heard it is quite evident to me that the Dundee delegate entrusted with the moving of our motion did not succeed in securing the sympathy of the Conference. Speaking generally, the powers of a woman's endurance and mentality are daily being shown to be the equal of men's, and this applies in practically every department of

industry, commerce, and sport. The economics of private enterprise, however, has placed upon women the stamp of economic inferiority. She is remunerated generally, not so much as an individual and a personality, but as an adjunct to the family income. And on this basis is used as a lever for reducing costs in all spheres of industrial and commercial life, and the public service, too. Indeed, the public service has copied private enterprise in this respect, and now when frenzied private enterprise is strenuously seeking to apply its social economics to the public service it is time N.A.L.G.O. looked the matter straight in the face.

When a qualified post is vacant it ought surely to be part of the protection afforded to our members that the salary attached to the post be paid irrespective of the sex of the successful candidate. If it is not paid then N.A.L.G.O. should ask, Why?

I am, Sir, yours faithfully,

JOHN M. SCOTT.

Dundee Branch.

32 Elm Street, Dundee.  
July 12, 1932.

### CONFERENCE AGENDA

To the Editor of

LOCAL GOVERNMENT SERVICE

SIR,—It is to be hoped that Mr. Stone's letter will be carefully considered by the N.E.C. for it undoubtedly expresses the opinion of a large number of members. There is, I think, a further defect in the present Conference arrangements, namely the amount of Conference time available for motions affecting the Association's policy.

Attendance at the last four Conferences has satisfied me that domestic matters have occupied an inequitable share of the time of Conference at the expense of matters dealing with policy. Immediately after the luncheon interval on the second day the desire—quite a natural one—to race the clock becomes very apparent, and a delegate cannot be sure of receiving the same patient hearing and careful consideration which would be given on the first day. To avoid this last session of Conference branches must confine their motions to matters dealt with in the first half of the Annual Report, for the latter portion of this excellent publication is not immune from the restive cry of "vote."

Unless it is suggested that the motions submitted by branches on matters of policy are of small importance, it must be recognised that they should receive the utmost care and consideration, and I venture to suggest that this is further evidence in favour of leaving domestic business until the closing stages of Conference and dealing with the things that matter most in the Public Session.

I am, Sir, yours faithfully,

E. T. PEARSON.

Town Hall, Cambridge Road, E.2.  
July 14, 1932.



## NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

### HEADQUARTERS:

24 ABINGDON STREET, WESTMINSTER,  
S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," or "Education." Telephone: Victoria 8592 (4 lines). Telegrams: Natassoc, Parl, London.

### COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: February, 47; March, 46; April, 44;



### N.A.L.G.O. ORGANISING STAFF

Back Row: T. M. Kershaw, H. Corser, H. Slater, J. B. Swinden, W. P. Fox (Organising Sec.)  
Seated: J. Simonds (Legal Secretary), J. M. Mortimer, T. Harvatt (Education Secretary), L. Hill (General Secretary), F. Thomas.

May, 43; June, 42; July, 43. The percentage increases in each of the five groups on which the Index Figure is based are as follows:—

	MAY	JUNE	JULY
Food ..	25	23	25
Rent ..	54	54	54
Clothing ..	90	90	90
Fuel and Light ..	75	70	70
Other Items ..	75	75	75

The Ministry of Labour Gazette states that at July 1, 1932, the increase of prices in the food group was principally due to the displacement of old potatoes by the new crop at higher prices, and to a seasonal rise in the price of eggs.

### N.A.L.G.O. CRUISE

The S.S. *Avoceta* sailed from Liverpool at 1 p.m. on Saturday, July 23, with a full complement of passengers. The party numbered 113, and we are sure that by the time of returning to Liverpool (August 14) all will be fully satisfied that the Association's arrangements for a similar cruise should be continued in future years.

### CROYDE BAY HOLIDAY CAMP

Everything has gone very well at the Camp this year, and visitors are appreciative of the new rest room, and various detailed improvements that have been made for the present season. It is regrettable that so many applications for accommodation have had to be refused, but there are still vacancies for the fortnight commencing September 17.

### BLAZERS IN N.A.L.G.O. COLOURS

The manufacturers of the N.A.L.G.O. ties have produced a good quality flannel in N.A.L.G.O. colours which they are prepared to supply to members by the yard. The setting of the stripes is slightly broader than on the ties. The width of the material is 27 inches and 4 yards is required for a blazer. The price is 5s. 3d. per yard. Manufacturers will also supply blazers in this material, already made, in sizes 36, 38, 40, and 42 inches at 28s. 6d. each. Orders, with a remittance, should be sent to Headquarters, 24 Abingdon Street, Westminster, S.W.1.

Members are reminded that the following may be obtained through Branch Secretaries or upon application direct to Headquarters: Sports Badges, blazer pocket size, 2s.; Ties, suitable for business or sports wear, artificial silk or knitted, 2s.; real silk 3s. 6d.; Scarves, black ground with stripes or white with stripes at end, 10s.; tobacco pouches, silk covered, 2s., better quality, 3s.

## HEADQUARTERS AND BRANCHES

JULY 21, 1932

### Circular No. 48 Legal 1932

Advising that the Inland Revenue Authorities had agreed that officers who, on account of the national financial situation, have voluntarily agreed to deductions from salary should be assessed for income tax on the amount of salary actually received.

### Circular No. 49 Building Society 1932

Containing general information regarding the Nalgo Building Society.

### Circular No. 50 General 1932.

Containing information of the policy of the Association in regard to national economy and its possible repercussions on local government.

### Circular No. 51 General 1932.

(a) Enclosing quarterly return of membership, No. 3, for the period May 1, 1932, to July 31, 1932;

(b) Stating that deliveries of copies of the Annual Report would be completed by July 31, 1932;

(c) Requesting that, owing to annual holidays, communications should be reduced to a minimum during August.

### Circular No. 52 AS 1932.

(a) Enclosing display card advertising N.A.L.G.O. House, Matlock;

(b) Enclosing copy of the minutes of the 1932 Annual Conference.

## HEALTH INSURANCE AND CONTRIBUTORY PENSIONS

The Health Insurance and Contributory Pensions Act, 1932, which received the Royal Assent on July 13, 1932, makes some important changes, one of which is the reduction of the sickness and disablement benefit of insured persons who are women. As from January 1, 1933, the normal rates of sickness and disablement benefit will be as follows:—

	Unmarried Women and Widows.		Married Women.	
	New Rate p.w.	Old Rate p.w.	New Rate p.w.	Old Rate p.w.
Sickness benefit ..	12/-	12/-	10/-	12/-
Disablement benefit ..	6/-	7/6	5/-	7/6
Sickness benefit prior to payment of 10s contributions but after 26 contributions have been paid ..	7/6	7/6	7/6	7/6

The Health Insurance Act of 1928 provided for arrears due to genuine unemployment to be completely excused. This concession is altered by the 1932 Act, and as the result a portion only of the arrears due to unemployment will be excused. The change will commence with the arrears calculation for the contribution year 1932-3, and in that year credit will be given for one half instead of the whole of the weeks during which the insured person proves that he has been genuinely unemployed. After credit has been given any shortage below fifty contributions must be made good by the insured person by an appropriate payment to entitle him to full benefit during the year 1934.

## OBITUARY

### MR. S. DERBYSHIRE

Mr. S. Derbyshire, Baths Superintendent, Shrewsbury, whose death is announced, was an active member of the Shrewsbury Branch. He was Hon. Auditor for several years.

### MR. T. W. FRANCIS

The service has lost a very competent officer, and the officials a good friend, in the sudden death, on June 19, of Mr. T. W. Francis, Clerk, Ellesmere Port U.D.C. Mr. Francis was an officer of wide knowledge and sympathies, and his interest in N.A.L.G.O. was expressed in his presidency of the local branch and in many other ways.

### MR. C. ROBERTS

Regret has been occasioned by the death, on June 29, of Mr. C. Roberts, Building Manager, Leigh Corporation, and a member of the Leigh Branch of N.A.L.G.O.

### BALTIC CRUISES

A special discount of 5 per cent. is made on bookings received through Headquarters for the 11- and 12-day cruises via Kiel Canal of the United Baltic Corporation.

Bookings can still be accepted for the following dates:

Cruise "A", 11 days, Cabin class £12 (2 berth cabins), September 15.

Cruise "B", 12 days, 1st class, £13, September 9 and 23; 2nd class, £10 10s., August 12 and 26, September 9 and 23.

Departures are from Hay's Wharf, London, and calls are made at Danzig and Gdynia (cruise "A") and at Riga and Tallinn (cruise "B").

### NORTH-WESTERN DISTRICT SPORTS

The individual semi-finals of the bowling and tennis competitions took place at the Warrington Police Sports Ground on Saturday, July 9. In the bowling event, J. Heald (Chorley) beat S. Belshaw (Warrington) 21-18, and J. H. Davies (Bolton) beat P. Clarke (Warrington) 21-18. In the tennis semi-finals: E. Plinston (Warrington) beat N. Borrowdale (Manchester) 6-0, 6-0, and L. Swan (Lytham St. Anne's) beat T. Waddilove (Bolton) 3-6, 6-1, 6-4.

Miss M. Redford, Manchester, won the ladies' individual tennis competition.



## LOCAL GOVERNMENT SERVICE

*Editorial and Advertisement Offices,  
3 and 4 Clement's Inn, Strand, London,  
W.C.2.*

*Telephone: Holborn 2288-2289.*

*Contributions on topical Local Government problems are invited, and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.*

*Authoritative local news on matters having more than a purely local interest is welcomed.*

*Legal and other inquiries relating to Local Government will be answered promptly.*

*All communications should be addressed to THE EDITOR.*

AUGUST

1932

## NOTES OF THE MONTH

### ECONOMY COMMITTEE

ON another page of this issue we publish the terms of the Chancellor of the Exchequer's letter to the Local Authorities Associations and the London County Council and the names of the personnel of the Economy Committee. This new step brings to a head the rumours that have been afloat for some time that there will be another attempt to force economies upon Local Authorities.

The Committee has now commenced its task of reviewing municipal administration, but the nature of its recommendations will probably not be made public until towards the end of October next. Its terms of reference are as wide as they could possibly be drawn; it is asked "to consider the whole field of local expenditure and make recommendations at the earliest possible date for securing reductions in such expenditure, whether defrayed from Exchequer grants, rates, or other sources, and whether or not imposed on Local Authorities as a duty by statute, order, rules or regulation."

After the experiences of the months which followed the Government's economy drive in public officers' remuneration last autumn, the appointment of the Chancellor's Committee will revive painful memories. This is natural, when we remember that the popular idea of economy in public administration is mainly confined to salaries.

The new Economy Committee has embarked upon a task which cannot be

decided solely by the sums representing expenditure. It will have to review work which closely concerns the welfare and comfort of the whole of the nation. On this point we prefer to quote the comments in the Official Gazette of the County Councils' Association for July. The Editorial Notes in that issue contain the following pertinent comments:

"It is somewhat disconcerting to realise that despite the substantial savings effected at the time of the national economy campaign less than twelve months ago, further efforts are necessary if the financial stability of the State is to be maintained . . . But the difficulties of the problem with which the new Committee will be confronted cannot be over-estimated. Many years of devoted service, paid and unpaid, have gone to the making of Local Government in this country, and considerable care will have to be exercised lest, by this second pruning of expenditure within so short a space of time, serious damage be done to the foundations upon which the system at present so solidly rests."

### HEALTH MINISTER'S ASSURANCE

Whether the public will eventually be denied any of the present services and the curtailment of others is a doubtful issue, but we have the assurance of the Minister of Health, Sir E. Hilton Young, that there will be very little, if any, further legislation affecting Local Government during the next few years.

We believe every local government officer will welcome, for a time, the complete cessation of legislation concerning local government. During the past ten years the officers have been overburdened with additional new work and responsibilities, and they have felt the irony of a situation which has been created by the cry for reductions in their salaries at a time when their responsibilities have been the greatest.

All these cries for economy in public expenditure come from a few whose private interests are diametrically opposed to public services and who, for some unknown reason, imagine that the whole of the money for rates and taxes is found by themselves.

The town's services are administered for the benefit of the town's population, and each one who pays rates has a right to have a say in the extent of the services which he requires for his every-day comfort and amenities of living. We believe that if a scientific investigation were made into the distribution of costs of local government it would be found that those who get the benefit pay their fair share and probably a heavier proportion in relation to their incomes than those who cry out for curtailment in those services. Especially is this the case since de-rating has been operative.

The reductions in the standard of living of public officers was the preparatory move to the attack upon the rate of interest from investments; and the

Conversion Loan has now been launched. Apparently there is now going to be an attack upon the quality of the social services, and all this will lead to the grand finale—inflation. The total result will be a terrible reduction in the standard of living for the majority of the population of this country, and the question will still remain unanswered "for the benefit of whom?"

The National Executive Council has issued a considered statement to all branches giving them a clear indication of the issues that confront Local Government Officers, and there is no need to doubt that the Association will exercise every ounce of its power to prevent injustices being perpetrated upon its members.

### A PUBLICITY CAMPAIGN

The decision of the National Executive Council to embark upon a publicity campaign is a momentous one. This is probably the most important decision the Council has ever taken, and it should, in the long run, produce results of enormous value to those who are engaged, either voluntarily or on salary, in local government administration.

There has always been a carefully engineered policy to write down the value of public administration, and consequently the prestige value of employment in local government is low. Public opinion has not been allowed to regard services rendered by the municipality as having any economic value.

The National Union of Rate-payers' Associations can issue the most wild statements in pamphlet form and the majority of the people will believe them; the newspapers will publish any kind of attack upon the public services so long as the writer signs himself "Sack the Lot"; the elected representative, providing he ridicules the work of the municipality and promises to do his best to stop its functioning, is assured of support, and the strange feature of all this is that the people who receive the most benefit from a well-governed town, let the critics have all their own way.

The publicity campaign which this Association is about to launch will endeavour to tell the people what they should know and to foster a proper appreciation of the services which the local authority renders to its community. This new work which the Association is embarking upon is in no way related to the appointment of the new Economy Committee; it is in no sense to be regarded as a counter-move, and to be effective it must continue for many years. We believe first-class publicity of this nature will have the support of the more enlightened members of local authorities, and eventually raise the status of the service. It is a work in which the branches will be afforded an opportunity to co-operate, and be able to render an effective contribution.



## RETIREMENT OF MR. E. W. B. ABBOTT

### PRESENTATION AT MAIDSTONE

FEW N.A.L.G.O. districts there must be where the work of Mr. E. W. B. Abbott, Director of Education, Maidstone, Chairman of N.A.L.G.O.'s Education Committee, and a senior vice-president, was not known and honoured. Wherever his work for the local government officer took him he was appreciated, and it was a tremendous loss to the Association when ill-health necessitated retirement from the local government service. Members will be in hearty accord with the suggestion made at the recent meeting of the National Executive Council that tangible recognition of Mr. Abbott's work should be made.

In his own district, Mr. Abbott is regarded with a warmth of feeling as was evidenced by the tributes heard at a complimentary luncheon held at Maidstone recently and attended by delegates of the South Eastern District Committee. Mr. Webb, who presided, outlined Mr. Abbott's record. He had been a vice-president since 1927, a representative on the N.E.C., and Chairman of the South-Eastern District Committee since 1918. He had, in the opinion of all, been something more than a district man; he was one of N.A.L.G.O.'s national figures, and had rendered magnificent service. The young man and woman in the service was reaping the benefit of Mr. Abbott's educational work for N.A.L.G.O. Every branch in the district had gladly contributed to a fund from which a silver salver, suitably inscribed, had been purchased. The balance of the fund would be handed to Mr. Abbott in the form of a cheque.

MR. ABBOTT, replying, found satisfaction in the fact that he was to be allowed the privilege of retired membership of the Association, and he hoped by that means, still to be of use to the Association. Acknowledging the help he had received, first from Mrs. Abbott, and then from the Maidstone Council and his staff, he



MR. E. W. B. ABBOTT  
A former Vice-President of N.A.L.G.O.

said N.A.L.G.O. had surely come to stay. In fact, the Association was never in so strong a position as it now was, and the day was not far distant when the service and knowledge of N.A.L.G.O. would be sought and recognised everywhere.

As to deposits, the Society is prepared to receive money on deposit, withdrawable at short notice, and forming a first charge on the assets. The rate of interest for members and their wives is  $3\frac{1}{2}$  per cent, but being tax free is really £4 13s. 4d. per cent.

The Society is not being run for profit, and as the necessary organisation for carrying out the work economically already exists at Headquarters, the margin between the interest given on investments and charged on loans will be as small as is consistent with safety.

#### House Purchase Facilities

Borrowers are divided into four classes:—

- (1) Those residing in the house to be mortgaged.
  - (a) If only  $66\frac{2}{3}$  per cent of the value is required, which is a trustee investment, the rate of interest will be  $4\frac{1}{2}$  per cent per annum.
  - (b) For an advance not exceeding 90 per cent of the value, the rate of interest will be 5 per cent per annum.
- (2) Where the property is not required for personal occupation.
  - (a) For an advance up to  $66\frac{2}{3}$  per cent of the value, the rate of interest will be 5 per cent.
  - (b) For an advance not exceeding 85 per cent of the value, the rate of interest will be  $5\frac{1}{2}$  per cent.

The maximum term of repayment is twenty years, and advances will be made on reliable freehold and leasehold residential property in England, Scotland, and Wales.

Terms for investments and loans compare most favourably with any other Society and are better than many. Every effort has been made to avoid irritating restrictions. The Nalgo Building Society does not bristle with fines and forfeits. There are no entrance fees or redemption fees. Borrowers will be able to repay their loans as quickly as their circumstances will permit. If they can afford some months to repay small or large amount in addition to the usual monthly repayment they can do so without giving prior notice.

Copies of an exceedingly attractive prospectus, together with application forms, will be forwarded to branches during the second week of August, and members are invited to obtain copies as early as possible and see for themselves how the Association intends to run the Building Society to the maximum advantage of investors and borrowers.

The *Manchester Evening News* is appreciative in its reference to the officials of the Manchester Corporation. "There are probably many more improved by the Corporation holding and working qualifications than in any other undertaking of a similar size," the writer states. He goes on to say that almost all of these men secured their qualifications by spare-time work and concludes, "every year sees the Manchester Corporation official becoming more and more highly trained."

## "FRAE SAVIN' COMES HAVIN' "

### NALGO BUILDING SOCIETY

THE Association has formed the Nalgo Building Society at a time when it can be of most benefit to the members. The present condition of the financial market creates a very difficult problem for the small investor who desires to invest his savings securely and profitably and many of the well-known building societies have closed their doors to new share capital owing to the supply exceeding the demand. A building society investment is regarded as absolutely safe because of the sound lines on which these institutions are managed and equally profitable owing to the dividends being paid tax free.

Nalgo Building Society has been formed to provide members of the Association with the best possible facilities for investment and house purchase. It is incorporated under the Building Societies Acts, and will conform with the rigorous conditions laid down by

legislation, and what is more important, it has the backing of Nalgo, which is in itself a guarantee.

#### Rates of Interest

Investment and house purchase facilities are available to all members of the Association and their wives. There are two classes of Shares:—

- (1) Paid-up £10 Shares.
- (2) Partly-paid £10 Shares.

And the rate of interest is 4 per cent. As the interest will be paid tax free, the true rate of interest is £5 6s. 8d. per cent, which represents an exceedingly good yield. It will be noticed that the same high rate is given on partly-paid shares, the minimum subscription for which is 2s. per month, but a member may pay, in addition, whatever amount he is able to afford in order to complete his shares as quickly as possible.



# LOCAL GOVERNMENT AND NATIONAL ECONOMY

## JOINT COMMITTEE APPOINTED

Below is set out a copy of a letter addressed to the Associations of Local Authorities and the London County Council by the Chancellor of the Exchequer, Rt. Hon. Neville Chamberlain:

TREASURY CHAMBERS,  
WHITEHALL, S.W.1,  
1st July, 1932.

SIR,  
In considering what further action can be taken to lighten the heavy burdens at present borne by the community, His Majesty's Government have given attention to the question of reduction in the expenditure of local authorities.

They are aware that a general circular letter on this subject was addressed in September last to local authorities by the then Minister of Health, and similar circulars were sent by other Ministers as to limitation of expenditure on roads and as to economies in education. Many authorities have since devoted much attention to reducing or reviewing the possibilities of reducing their expenditure. His Majesty's Government feel, however, that further action, alike early and decisive, is requisite, and they desire, with that object, to invite the co-operation of the London County Council, the Metropolitan Boroughs Standing Joint Committee, and the main central associations of local authorities.

His Majesty's Government accordingly invite these bodies to combine in the appointment of a committee to consider the whole field of local expenditure and make recommendations at the earliest possible date for securing reductions in such expenditure, whether defrayed from Exchequer grants, rates, or other sources and whether or not imposed on local authorities as a duty by statute, order, rules, or regulation. They have in mind a committee of a chairman and 12 members, made up of representatives as follows:—

London County Council, 2; Metropolitan Boroughs Standing Joint Committee, 1; County Councils Association, 3; Association of Municipal Corporations, 3; Urban District Councils' Association, 2; Rural District Councils Association, 1; Association of Local Education Authorities, 1.

The committee would appoint its own chairman. It would also at discretion appoint sub-committees to consider different branches of local expenditure, adding to such sub-committees as thought desirable further members of local authorities having special knowledge of the subject in question. Officials of local authorities could be nominated for the main committee at the discretion of the body or association concerned and to the sub-committee at the discretion of the main committee.

His Majesty's Government would co-operate

by placing at the disposal of the committee or sub-committees, all the information available in the Departments of State to assist them in their labours, and, in order to facilitate this process, by providing the services of official secretaries for the main committee and the sub-committees. They would also, if desired, provide accommodation for meetings and defray any travelling expenses of members and the cost of printing and stationery.

His Majesty's Government would desire to add that they regard the matter as one of grave importance and urgency, and if, as they trust, they receive the co-operation of the local bodies and associations concerned, they would ask that the main committee at all events should be constituted and begin work by the middle of July, and that the work should be arranged on such lines that they may be furnished with the views and recommendations of the committee by the end of October, so that they may consider and determine any issues of general policy raised, subject of course, as may be necessary, to final decision by Parliament.

I am, Sir, your obedient servant,  
(Signed) N. CHAMBERLAIN.

The personnel of the committee is: London County Council, Sir William Ray, J.P., M.P. (Chairman of Committee), and Mr. W. H. Webbe, C.B.E.; Metropolitan Boroughs Standing Joint Committee, Alderman F. W. Dean, A.M.I.S.E.; County Councils' Association, Sir Percy Jackson, LL.D., Sir Edward Holland, and Dr. E. W. Maples, O.B.E.; Association of Municipal Corporations, Alderman Sir Percival Bower, M.B.E., J.P., Councillor Sir William Cundiff, and Alderman W. L. Raynes; Urban District Councils' Association, Mr. Harry Bolton, and Mr. W. Bayford Stone, M.A., F.C.A.; Rural District Councils' Association, Lieutenant-Colonel Sir Seymour Williams, K.B.E.; Association of Education Committees, Alderman E. C. Rowlinson, J.P.

adjustment of the remuneration of various types of employees of the Billing Institution.

The Chesterfield T.C. has approved a scheme to avoid publishing in detail recommendations as to increases of salary to members of the staff on the ground that such publication provoked unnecessary debate and is not in the interests of the staff.

The following modifications of salary deductions since those recorded on p. 498 of the last issue should be noted:—

Stockport C.B. (to Provincial Whitley Council standard); Bucks C.C. (September 1, 1932, for twelve months); Rhondda U.D.C. (April 1, 1932, for twelve months); Penybont R.D.C. (to Glamorgan C.C. scale from April 1, 1932).

# SERVICE CONDITIONS

IN connection with a scheme of reorganisation, the *Cheadle R.D.C.* decided to dispense with the services of five rate collectors and to advertise new appointments, but a protest lodged by the D.O.S. followed by an interview at a special meeting of the Council induced the Council to defer the issue of the advertisements and to consider the matter further.

Two members in the City Architect's Department at Bradford have received one month's notice of dismissal. Representations have been made which, if agreed to, will considerably ameliorate the position of the men concerned.

The North Riding County Council have applied to the Ministry of Health for authority to dismiss three transferred Senior Poor Law Officers owing to their refusal to accept reduction in salaries upon which they have not been consulted.

The circumstances of their cases do not appear to have been taken into serious consideration by the County Council. A reasoned statement has been forwarded to the Minister, and his decision is awaited with interest.

The Association has successfully negotiated a claim on the Flint C.C. for compensation for loss of office of three women members, owing to the closing down of Laburnum House Institution.

Arrangements have been made by the *Keighley T.C.* to enter into a working agreement with the West Yorkshire Road Car Company in so far as the Transport Department is concerned. Difficulties with regard to the staff having arisen, representations were made to the Town Council the result being that certain safeguards have been introduced into the agreement, which are deemed to be satisfactory by the members concerned.

Negotiations are taking place with the *Liverpool Corporation* regarding an increase in the retiring allowance of a woman officer, whose eventual breakdown in health was the sequel to an accident which she suffered while on duty. A successful claim for a refund of superannuation contributions in respect of an officer who has left the service of the Corporation has been made.

The Ministry of Health, under the chairmanship of Mr. N. B. Batterbury, have held an inquiry at *South Shields* extending over four days with regard to the administration of the Harton Institution.

Dr. Shanley, the Medical Officer, was represented by Dr. Charlesworth, Newcastle, and Mr. Hope, of Sunderland, appeared on behalf of the Master, Head Attendant, and Superintendent Nurse.

The report of the Minister is now being anxiously awaited.

Applications have been made to the *Wigan Corporation* (a) for certain Inspectors to be given officer status, including the annual leave granted to the official staff, and (b) for the

(Continued in previous column.)

# NALGO APPROVED SOCIETY

THE BEST BENEFITS AND THE MOST CONSIDERATE TREATMENT.  
**FOR** SICKNESS, DISABLEMENT AND MATERNITY BENEFITS, DENTAL, OPTICAL, HOSPITAL AND CONVALESCENT HOME TREATMENT. SURGICAL APPLIANCES.  
WIDOWS', ORPHANS' AND OLD AGE PENSIONS.

Membership 19,300

24 ABINGDON ST.,  
WESTMINSTER, S.W.1

Funds £206,000



## READERS' NOTES

By JONAS PRAPS

**M**R. BEVERLEY NICHOLS bought a cottage—really three cottages in one—in the village of "Allways," a mile from the Great North Road in Huntingdonshire. Here we are introduced in *Down the Garden Path* (Cape, 7s. 6d.) to his experiences with garden and neighbours. There are delightful pen pictures of both, and some caustic jibes, likewise peculiarly Beverley. He illustrated the infinite suggestiveness of common things: his description of the trap on one of his staircases beginning with the "two cherubs, in the last stages of elephantiasis, spread(ing) gilt and bloated limbs over its pale parchment" to the "most exceedingly rampant lion" is a delight. The story, if such it be, is told with "the delicacy of a leaf unfolding, in a soft sighing prose that has the rise and fall of blowing branches." Nor does he use such words as "floribundity" too frequently.

Agriculture would appear to be occupying a prominent place in the minds of the far from economical fiction writer as well as of the political economists. Street, Beverley Nichols and now Bell. *The Cherry Tree* by Adrian Bell (Cobden-Sanderson, 7s. 6d.) is an intimate account of farm-life in East Anglia, a completion of two previous works, *Corduroy* and *Silver Ley*. The descriptive passages are excellent. "There (by the cherry tree) I have watched night take ultimate possession of the earth with a huge sigh in the leaves." Mr. Bell is no less delicate and delightful when dealing with the humanities. The book will not suit devotees of Edgar Wallace unless a complete change is desired.

Another man with the Wanderlust—not one of the seven deadly sins, but one of the worst to overcome. Deported from S. Africa after imprisonment for stowing away on a tramp steamer, Mr. Muspratt leaves London with 30s. in his pocket, no passport, merely the uncontrollable urge to go somewhere. His *Wild Oats* (Duckworth, 8s. 6d.) is an excellent account of vagabondage. Some of the experiences hardly seem credible, they are certainly gruesome in their intensity. Often penniless, frequently hungry, the companion of thieves and rogues, his travels through twelve European countries make interesting and exciting reading. Many of his rides were stolen ones on goods trains, but he got there. The adventurous-minded will enjoy travelling with him.

My notes this month without a reference to Priestley's *Faraway* (Heinemann, 20s. 6d.) would be incomplete. We are not very concerned with plot in Priestley: given a few good companions and a quaint one or two thrown in, and the

plot can take care of itself. Mr. Dursley—following the quiet business of a maltster, like many of us, leads a quiet home and business life not from choice, but because adventure has not come his way. The first picture of him is at home playing chess on a winter's night "with the gaslight and the yellow firelight meeting at the table's edge." But the arrival of an uncle bringing particulars of hidden treasure "Faraway" changes his mode of life and the greater part of the book deals with the treasure search. Priestley is an adept at personal descriptions: "he was slight and dark, and had a curiously youthful air about him as if he had been put into cold storage at about his twenty-fifth birthday." In a page he describes what the people in the little Suffolk town are doing, including "the choir of the Buntingham Baptist Chapel . . . wrestling with 'How lovely are the Messengers,' the anthem for next Sunday morning." It may be true that Mr. Priestley rather strings his characters together—Mr. Ramsbottom of Manchester appears to have been threaded by mistake—but altogether "Faraway" is delightful if a trifle inconclusive.

Laver's *Nymph Errant* (Heinemann, 7s. 6d.) has been highly praised by the critics. We agree that after her intimacy with many curious and some doubtful characters, and spending a time imprisoned in a harem, her "education" ought to have been finished if it wasn't. The conversation is brilliant in places, and never dull, but many books have been published better worth spending time upon.

*Twenty thousand years in Sing Sing* by L. E. Lawes, the Warden of the Prison (Constable, 8s. 6d.) is a serious study of criminology based upon the experience of the writer. It is much more than a description of prison routine, the more interesting portions deal with the psychology of the prisoners.

## EVERY MAN'S ENCYCLOPAEDIA

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## ECONOMY DEDUCTIONS AND SUPERANNUATION

### PROSPECTS OF LEGISLATION

THE following correspondence which has taken place between the Association and the Secretary of the Ministry, taken in conjunction with the statement on Superannuation made by the Minister of Health at the N.A.L.G.O. Summer School at Cambridge on July 2, indicates that the Minister has every sympathy with the desire of the Association to preserve normal superannuation rights during an abnormal period:—

Legal. JS/AS/Supn.  
12th July, 1932.

Local Government and Other Officers' (Superannuation Provisions Amendment) Bill, 1932.

DEAR SIR ARTHUR,

In view of the fact that the Local Government and Other Officers' (Superannuation Provisions Amendment) Bill, introduced by Sir Henry Jackson, M.P., has not been able to get a Second Reading owing to the opposition of a small group of Members of Parliament, the National Executive Council of the Association at a meeting held last Saturday instructed me to ask the Minister of Health to receive a small deputation from the Association to discuss the position.

The Council hopes that it will be possible to induce the Minister when Parliament meets again in the autumn to introduce a Bill similar to that introduced by Sir Henry Jackson, with the amendments which have already been agreed between the Ministry and the Association.

The Council desires to urge the need for the promotion of such a Bill with the least possible delay in the interests of officers who will retire on superannuation in the near future. Many Local Authorities are still deducting superannuation contributions on the normal salary and not on the salary as reduced on account of the national financial situation, and it is submitted that it is very desirable that this position should be regularised as quickly as possible.

I should greatly appreciate it if you could see me on Thursday next at a time convenient to you, to give me an opportunity of talking to you about this question and another matter.

Yours sincerely,

L. HILL,

General Secretary.

Sir Arthur Robinson, G.C.B., C.B.E.,

Secretary,  
Ministry of Health,  
Whitehall, S.W.1.

Ministry of Health,  
Whitehall, S.W.1.

15th July, 1932.

DEAR MR. HILL,

I have submitted to the Minister your letter of the 12th July as to the amending Superannuation Bill.

The Minister desires me to say that his attitude towards the principle of the Bill remains as stated in the letter of the 22nd of April last to the Associations of Local Authorities, of which I enclose a copy for convenience of reference. The legislative programme of the Government next session is not a matter which he can himself decide, since it must be considered as a whole. When, however, the time comes, the Minister will not fail to submit to his colleagues the case for the introduction of a Government measure on the subject in question.

In these circumstances the Minister trusts that the Association will not think it necessary to request him to receive a deputation.

Yours sincerely,

(Signed) W. A. ROBINSON.

L. Hill, Esq.,  
N.A.L.G.O.

The following is an extract from the letter addressed to the Associations of local authorities referred to above: "I am to state that the Minister raises no objection in the special circumstances to the principle of the proposal that existing superannuation rights should not be prejudiced by temporary arrangements made in view of the crisis of last autumn."

## AUCTION BRIDGE

By NEVILLE HOBSON

### Temperament and Demeanour

In consequence of suggestions which have been made by the Editor, I hope in the autumn to announce an alteration in the nature and scope of these articles.

In the meantime, I propose to deal with general matters which have application to all branches of this game, and a few observations regarding Bridge temperament and demeanour may be of interest.

It is disappointing to have to record that numerous players—unintentionally and without any clear consciousness—bid and play unfairly. I use the expression "unfairly" from the point of view of the opponents of such players, who are prejudiced in a way which merits the consideration of those who are apt to indulge in thoughtless acts of this nature.

The memorandum on "Etiquette" appended to the laws of Auction Bridge emphasises that acts may be so done and words so spoken as to convey a very distinct intimation to a partner and this offends against the most important of the proprieties of the game, but—whilst general agreement as to this principle could doubtless be obtained—a large percentage of players do not consistently give expression to this idea.

How often can one detect by the tone, look or general demeanour of a player the type of and he (or she) has just picked up. Sometimes

there is a sigh; sometimes "No bid" is snapped out in an abnormally short time—in marked contrast to the "No bid" after comparatively lengthy reflection. Let it be stated frankly and unreservedly that this is not fair.

References to the score after the cards have been looked at are vetoed by the above memorandum, but how often is some kind of remark made which may directly influence the play of the partner, and reference should also be made to the improper practice of hesitating in the play of a card, so as to suggest some holding which may have a bearing upon a *finesse* or the situation of some important high card.

I recognise that temperament enters into these vital considerations, and would urge those who play this classic game to cultivate consistency in speed and tone of bidding, and not to indulge in those practices which—if we would only put ourselves in the position of the other players—would clearly appear to us as unfair, or, at least, unsporting.

Before the new series of articles, at present in contemplation, is commenced, I shall probably review the attributes and characteristics of the really sporting player. One of the most refreshing things in Bridge is to meet a really good and cheery loser, and I hope to take an early opportunity of paying tribute to him (and to her) in the hope of stimulating effort in other quarters towards this great ideal.

### INTROSPECTION

**"What shall  
I do?"**

"I am young, fit (at present), and very seldom ill. Can I afford to carry the risk of my own sickness with the consequent expense of doctor's bills, extra nourishments, and convalescent expenses, or is it false economy?"

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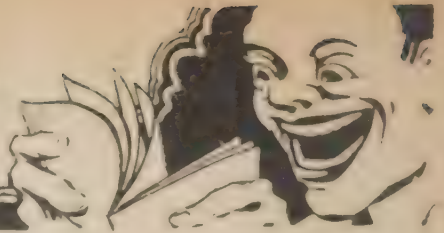
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# IN LIGHTER VEIN



## ANY OTHER BUSINESS

By "TOUCHE"

At the present time we are having here what an old friend of mine used to call a "strenuous" time. I suggest that that word worthy of a place in the dictionary, adequately—well, anyhow, it does describe what is happening to us. We have an Economy Committee at work. It has been functioning some time. It has already presented several reports, one of which was of particular interest dealt with the tender question of "cuts." I am talking about "cuts," have you appreciated how many things you might have bought that to per cent? For myself, I feel that it has been nearly (but not quite) worth while, as one contemplates the gorgeous vision of a time which is to burst on the Service when "cut" is restored.

I was saying, this Economy Committee presented several reports, the chief idea of which was that anything you do not spend is saved. The result has been that a report having been presented, and received its meed of praise from the Press, some bright lad on the Council has had a brain-wave and suggested another direction in which the potatoes can be pared more closely, and so we have another wild dash down the main street.

Some slates recently were blown off the roof of the typists' office, but a passion for doing without led to our doing without the slates, and it was not until the rain came through and made a mess of the duplicator and ruined a few pounds' worth of stationery, that the slater was brought on the scene. And that is not the only place where there are loose slates.

And so we work pretty late most nights, darning out statistics for the Economy Committee. At first the extra work was performed with cheerful resignation, but after the third

round, extravagance rather than economy has reigned so far as language is concerned.

On Tuesday evening I had half a dozen of the fellows in my office for a cup of tea, and we practically put the world right—or as near as may be. We had almost decided in favour of a cautious measure of inflation when the discussion was ended abruptly by a suggestion from one member (he alleged he had seen it in one of the weekly papers), that the only real cure, following the advice given by various leaders of thought, was to learn to inflate with one's right lung and deflate with the left.

But the talk was largely monopolised by one of the younger end, who had attended the N.A.L.G.O. Summer School at Cambridge, and could talk about nothing else, which was as well. He had had the time of his life and insisted on telling us. He appeared to be greatly impressed by the fact that the School had been formally opened by the Minister of Health and rubbed this fact in so persistently that finally old Cocks said acidly, "You talk as though he were the whole orchestra instead of one of the fiddlers."

"But," said the laddie, "this was Sir Hilton Young, D.S.O."

"Well, he ain't the only D.S.O. in the country."

"I know that," was the reply, "but he won his decoration at Zeebrugge."

The fact that the Minister of Health was present was gratifying, but to be allowed to gaze on one who had won the D.S.O. at Zeebrugge seemed to one of the students at any rate, to make it a Day.

And, I say, don't you think it is a feather in the cap of the Association that a Minister of the Crown thinks the Summer School of sufficient importance to come down and open it in person, and that he should be followed by the Chief Secretary of the Ministry of Health, who is not only good enough to give a prize for the best essay and to come along to present it to the winner, but adds an element of permanency to the show by taking it for granted that he should

continue the good work? Eh? They appear to believe that this is a "Good Thing."

It seems to me a queer idea for a hard-worked youngster (you know the principle in which Municipal Government is run in this country—the less the screw the faster it has to turn?) to spend a whole week of his precious fortnight's holiday in attending a Summer School, but this member at any rate appeared to have discovered the secret of combining the acquirement of merit with having a good time.

"And the grub?"

"The grub was good, and the good fellowship was better, and as we occupied spare quarters it was rather jolly to play at being undergraduates for one week."

The amount of knowledge he absorbed from the lectures was, according to him, considerable, but that side of the affair holds in it the germ of a rather horrible danger. He confided in me privately that he thinks there is room for a Handbook on "The Practical Administration of Local Government in England," which he contemplates writing himself!

"You know, we had some Americans visiting the school? Well, the day we were taken to the Colleges I had a long talk with a lady who had been touring Europe, and she told me that N.A.L.G.O. was one of the most thrilling things she had come across."

"But I made one awful faux pas. We were admiring the lawns, and I started out to tell her the old story about the College gardener's reply to the American visitor who had asked him how they made such wonderful lawns. You know the one—'You lays your lawn and then you rolls it and then you mows it, and you goes on for 'undreds of years and—' 'Excuse me, young man,' says she, 'I ought to warn you that I've been told that story five times already this afternoon, and a vurry good story it is!'"

"But you say nothing about that Essay Prize you didn't win," said old Cocks sardonically.

Of course, that is the sort of tactful remark old Cocks would make. I suppose he knows about as much of this job of ours as most folk but he never has landed a Town Clerkship and he never will. He believes in telling folk the plain, unvarnished truth, and as, in his capacity of Chief Committee Clerk, he follows this rule in dealing with his Committees, he is perhaps respected, but he is not beloved. The truth by all means, but unvarnished—well!

"Anyhow," he retorted stoutly, "there was no disgrace in being beaten by a Town Clerk. And it doesn't matter, as I have arranged to win it next year. Sir Arthur Robinson told us that he was having difficulty in finding suitable subjects for the competition and invited us to submit suggestions. I'm going to send in a nailing good suggestion on a subject I know from A to Z. He is bound to fall for it. My idea is—"

Ed.: Pardon me, but surely you are not going to give it away?

T.: Why not? He made no mention of it. Ed.: This is not the first time I have had to remind you that this is a highly respectable paper, with a strong moral tone.

T.: I know. I know. But I suggest that this article is already as full of up-lift as an egg is full of egg. Besides—

Ed.: I must decline to argue. An Editor has a serious responsibility and your proposal to expose the secret thoughts of an ardent youth—and a member of N.A.L.G.O.—without my conscience. I regard it as sheer bad taste.

T.: Help!



N.A.L.G.O. SUMMER SCHOOL—CAMBRIDGE, JULY, 1932.



## CIVIL SERVICE REMUNERATION

### TERMS OF STABILISATION

The Royal Commission on the Civil Service which reported on July 8, 1931, recommended that the cost-of-living bonus should forthwith be consolidated with basic salary. At that time the bonus was related to a cost-of-living figure of 55. The Government did not put this recommendation into effect, with the result that there was a reduction in Civil Service pay from September 1, 1931, when the effective figure for bonus purposes fell to 50. Mr. NEVILLE CHAMBERLAIN, the Chancellor of the Exchequer, on December 1 last, stated that the Government looked on the reductions under the sliding-scale as the Civil Service contribution to the general economy scheme.

Since the beginning of this year the Civil Service National Whitley Council has been endeavouring to arrive at a mutually satisfactory arrangement which has resulted in the following scheme of stabilisation.

The Government adhere to the decision to terminate the system under which Civil Service remuneration varies automatically with changes in the cost-of-living figure and to apply instead the principle of consolidated remuneration which will be subject to consideration in the light of any substantial changes upwards or downwards in the level of remuneration outside the Civil Service, but, having regard to the representations of the Staff Side of the National Council, consolidation will be deferred until April, 1934.

In view of this decision it is agreed:—

(i) That in the meantime there will be a period of stabilisation during which total remuneration will continue to be assessed on the basis of Treasury Circular No. 5/32 of February 29, 1932, subject to the following provisions:—

(a) No review of the general standard of Civil Service remuneration as so stabilised will be made unless for six consecutive months during the period of stabilisation the official cost-of-living figure is either below 35 or above 60.

(b) If either of these events happens during the period of stabilisation, a review of the general standard of Civil Service remuneration will be undertaken in the light of all the relevant considerations from which the position of the official cost-of-living figure will not be excluded;

(c) The Agreement shall operate from July 1, 1932.

(ii) That the above provisions shall apply to all civil servants within the scope of the Civil Service National Whitley Council, including temporary and unestablished employees whose remuneration is assessed on the basis of the above-mentioned Circular. It was further agreed:—

(i) That when the time comes to effect consolidation the terms on which it is to be effected will be a matter for consideration by the National Whitley Council;

(ii) That the position of the Official Cost-of-Living Index figure will not be excluded from the factors by reference to which the

(Continued on page 533)

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28	2 5 0	2 0 0
29	2 7 6	2 1 8
30	2 10 0	2 3 4
31	2 12 6	2 5 0
32	2 15 0	2 6 8
33	2 17 6	2 8 4
34	3 0 0	2 10 0
35	3 2 6	2 12 6
36	3 5 10	2 15 0
37	3 10 0	2 17 6
38	3 14 2	3 0 0
39	3 18 4	3 2 6
40	4 2 6	3 5 0
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## CIVIL SERVICE REMUNERATION

(Continued from page 531)

terms of consolidation will be determined;

(iii) That any review of stabilised remuneration which may fall due under Clause 1 (a) above should similarly be a matter for reconsideration by the National Whitley Council; and

(iv) That nothing in the stabilisation scheme precludes consideration of the pay of particular grades or classes of the Civil Service. The Official Side pointed out in this connection that in the consideration of such questions they would be bound, however, to have regard to all the circumstances of the national financial position.

10. The Staff Side place on record that they do not regard the stabilisation arrangement as meeting legitimate Civil Service grievances in relation to the Cost-of-Living Bonus, and accordingly reserve to themselves the right to press for a more equitable settlement of the problem at the end of the period of stabilisation.

The view in the Civil Service generally appears to be that the settlement is the best that could have been obtained at the present time. A further reduction in pay in September, when the bonus figure would have fallen to 45, has been avoided, and a temporary period of security, has been gained.

It has been the practice of the Ministry of Health to send to Local Authorities a circular letter indicating the standard of Civil Service bonus at the commencement of each six-monthly period. It is understood that the Ministry of Health shortly will issue a circular to Local Authorities giving intimation of the stabilisation of Civil Service remuneration.

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# BRANCH AND DISTRICT NEWS

## EAST AND WEST MIDLANDS AND SOUTH WALES DISTRICTS

### Bridgend Propaganda

The D.O.S. attended a meeting of the members on July 11 at the Water Board Offices, Bridgend, and discussed some of the Association's activities. Mr. Davis reminded the members of the improvements in service conditions, locally—namely superannuation—which were solely due to N.A.L.G.O.'s work. This year's annual outing of the Bridgend Branch was to the Military Tattoo at Aldershot. A most successful day was thoroughly enjoyed by a large party, thanks to the excellent arrangements made by Mr. Cyril Baker, the Hon. Secretary.

### Cardiff Branch Outing

The annual outing of the Cardiff Municipal Officials took place on June 21. A cross-channel run to Bristol, motor ride and lunch at Bath, tour of the Roman antiquities in that City, a visit to the Mendips, Wells Cathedral, and to the Cheddar Gorge and Caves, were included in the days itinerary. There were about 200 in the party, and in the unavoidable absence of the Lord Mayor, Alderman C. W. Melhuish, Councillor C. H. McGale responded to the toast of the Corporation proposed by the Town Clerk, Mr. Cecil G. Brown. The arrangements were made by Mr. J. Weslake Hill, Hon. Secretary, Mr. E. W. Barker, acting as Hon. Treasurer, and Mr. I. Williams, Assistant Hon. Secretary.

### Nottingham Branch Outing

The Nottingham Branch visited Immingham, Grimsby, and Cleethorpes on July 9, a large party including the Lord Mayor, the Lady Mayoress, the Sheriff and Aldermen and Councillors. At Immingham the party was met by the Mayor of Grimsby, Mr. W. J. Womersley, M.P., Mr. J. W. Jackson, the Town Clerk, Mr. A. S. Barter, Clerk of the Cleethorpes U.D.C., and Mr. C. Costello, Joint Hon. Secretary of the Grimsby Branch. The visitors were generously entertained to luncheon aboard s.s. *Arandora Starr*. At Grimsby the fish docks and ice plant were visited, the Lord Mayor, the Sheriff, and Alderman Sir Albert Ball expressing keen appreciation of the hospitality shown them. At Cleethorpes, the party was received by Sir George Moody, and its members invited to visit the Bathing Pool as guests of the Council.

### Nottingham Social Function

In conjunction with the Notts County Council Branch, the Nottingham City Branch held a successful Summer dance in the Palais de Danse on June 17. As a result, a handsome profit was made for the benefit of the various sports sections.

### Wednesbury Presentation

A well attended meeting of the Council and staff was held on July 4, to make a presentation of bookcases and books to Mr. Edward Wilson, on the completion of nearly half a century in the service of the Corporation. Mr. Wilson was appointed as Borough Treasurer in 1896.

### West Midlands District Committee

The District Committee met in the Council Chamber, Old Town Hall, Newcastle-under-Lyme, on June 25, Mr. G. A. Stone (Worcester County Council) presiding.

The Mayor of Newcastle (County Alderman Sir Joseph Lamb, M.P.) complimented the meeting on N.A.L.G.O.'s success. Their organisation existed with the laudable object of mutual assistance and mutual benefit, and undoubtedly N.A.L.G.O.'s existence was a very great advantage to its members.

He believed there was nothing else quite so unfair as the unjust criticism sometimes levelled at public officials.

## SOUTHERN DISTRICT

### Pournemouth Branch Outing

The annual outing of the Bournemouth Branch of N.A.L.G.O. took place on Saturday, June 25, the venue being Windsor. The outward journey, made by motor coaches, was via Winchester, Bagshot and Windsor Great Park, lunch and tea was provided at the Thames Riverside Hotel and ample time allowed for visiting Windsor Castle, Eton and a river trip. The return journey was made via the Thames Valley through Henley and Reading. The details were arranged by the chairman and secretary of the Entertainments Committee, Messrs. J. A. Haley and H. J. Dunford, and Mr. C. R. Symonds.



MR. ALFRED SMITH  
(Ex-Town Clerk, Reigate)

## EASTERN DISTRICT

### Cambridge—Inter Branch Event

The East and West Suffolk County Councils were entertained on July 9 at a sports gathering jointly organised by the Cambridge County and Borough Branches. The programme, which included cricket, tennis, and bowls, produced some keen and enjoyable struggles and resulted as follows: Cricket, Suffolk 141, Cambridge 151 for 5 wickets; Tennis (mixed doubles) Suffolk 115 games, Cambridge 135 games; (mens doubles) Suffolk 35 games, Cambridge 51 games; Bowls (12 a side) Suffolk 63, Cambridge 39.

About eighty visitors made a tour of some of the older colleges under the guidance of members of the Cambridge staffs, and also inspected the new County Buildings, recently erected on the site of the old prison.

## NORTH EASTERN AND YORKSHIRE DISTRICTS

### Inter Branch Tennis

The final round of the tennis competition, between teams representing the East Riding County Officers' Branch and the Leeds Branch, was played at York on July 9, scores: East Riding 5 rubbers, 13 sets, 111 games; Leeds, 3 rubbers, 10 sets, 103 games. The Cup was presented to the Captain of the winning team by Mr. C. Cooper, Honorary Treasurer of the Yorkshire District Committee.

Negotiations have been proceeding between  
(Continued at foot of next column.)

## REIGATE'S EX-TOWN CLERK

### FREEDOM FOR MR. A. SMITH

The highest honour which the Reigate Corporation can bestow was conferred on Mr. Alfred Smith, when he was presented with an illuminated album containing the award of the Freedom of the Borough, in recognition of a long and devoted service as an official over a period of sixty-three years. The distinction is unique in that Mr. Smith is the first local government official of Reigate to receive this honour, and his former colleagues have full reason to be proud of the fact that the Freedom is for the first time conferred for official service.

Mr. Smith entered the service of the Reigate Corporation in 1868, was appointed deputy Town Clerk, in 1884, and became the Borough's second Town Clerk in 1905, a position which he held until his retirement in March, 1931.

Among prominent local government officials who took the opportunity of congratulating Mr. Smith on the occasion, were Sir William Hart (President of the Society of Town Clerks), Mr. Dudley Auckland (Clerk to the Surrey County Council), the Town Clerks of Brighton, Godalming, Guildford, Islington, Kingston, and Richmond.

Mr. Smith, joined the local branch of N.A.L.G.O. at its formation in October, 1908, and was elected Chairman. He became first president in January, 1912, and retained office until October, 1916. He took an active part in the branch welfare. From 1927 to 1929 he served a second term in the presidential chair. Mr. Smith is to continue his membership of N.A.L.G.O.

## SOUTH WESTERN DISTRICT

### Quarterly Meeting at Truro

The quarterly meeting of the S.W. District Committee was held at the County Hall, Truro, on June 18. Delegates were welcomed by the Mayor of Truro, Mr. F. R. Pascoe (Director of Education for Cornwall) an active member of N.A.L.G.O.

Appreciation of the Committee was voiced on the admirable manner the Somerset Branch carried through the arrangements for the Annual Conference. Plymouth Branch provided material for a very lengthy discussion relating to service conditions, etc.


Discussion also took place in regard to the conditions of service and superannuation rights of Public Assistance Officers, who were represented at the meeting by Mr. S. W. King, the Public Assistance Officer of Cornwall and Mr. A. R. Cass (late hon. secretary to the Gloucester and Somerset Branch of the N.P.L.O.A.). The delegates were entertained to lunch by the President (Mr. T. A. H. Sheers, Clerk of the County Council) and members of the Cornwall Branch.

(Continued from previous column.)




N.A.L.G.O. and the Durham Branch of the National Association of School Attendance Officers with a view to the members joining with the Association, and the D.O.S. addressed a well-attended meeting on July 9.




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# HOME GARDENING

R. WALTER P. WRIGHT

*Author of "The Amateur's Encyclopedia of Gardening," "Scientific and Practical Gardening," etc.*

**W**HATEVER may happen in August, we shall really have had something of a summer and, despite the extra work in the form of watering and mulching in July, most of us will hope for still more sunshine. Extra work there certainly has been, and will be, but who cares? It is a joy to give plants the attention which makes the difference between spindly, mean growth with tenth-rate bloom and fresh, lively vigour crowned by abundant and brilliant flowering.

There must have been a brisker trade in garden hose this year than last, and no doubt users enjoy squirting about, even if, in some cases, they get as much water over themselves as over the beds. Careless hosers would do better with a 2 gallon garden can and a heap of mulching material wherever the plants are accessible. If, in spring, one saves a few barrow-loads of manure, adds the lawn mowings to the heap week by week, and dresses the soil two or three times during summer after a good soaking, the plants luxuriate.

Frequent gathering of flowers helps matters, naturally, if only by preventing seed-formation. There are a few plants which have an astonishing and invaluable capacity for carrying masses of ungathered flowers many weeks. *Nemesias* are a striking case in point, and it helps to make them the magnificent garden plants they are, but most kinds cannot do it, especially if unfed. It is perhaps a little curious, considering how closely related *Violas* and *Pansies* (to use the everyday garden names) are, but *Pansies* may keep going under adverse circumstances better than *Violas*. A bed of fancy *Pansies* vies with one of *Nemesias* in capacity for

continuous display if watered and mulched and both are indispensable plants.

I have struck my first batch of *Allwoodii* hybrid *Pinks* from non-flowering basal shoots pulled off and inserted in sandy soil and advise my readers to follow the example without delay. The plants are perennials, but I believe in renewal every two or three years, so as to get a fresh stock of vigorous young plants. I still love and still grow the old *Mrs. Sinkins Pink*, but acknowledge that the *Allwoodii Harold* is superior. It is not sweeter, but it does not burst its calyx, and therefore keeps a better shape, and further, it is absolutely pure white, whereas *Mrs. Sinkins* has a greenish shade in the centre, due to the calyx bursting. *Harold* is a real gem. After inserting the *Allwoodii* shoots, lay down some of the non-flowering *Carnation* shoots in sandy soil with a longitudinal cut below the leaves and peg them in position.

An amateur was descanting to me recently on the beauty of the *Flag*, or *Bearded Irises*, but lamenting their brief period of splendour. I am afraid we cannot get over that, and must counter it by associating them in the beds or borders with other plants which follow them at a

short interval. These companions must not be garish, though. No raging oriental *Poppies*, please. Rather plants of graceful foliage and delicate blooms. Why not *Liliums*, including the charming *regale*, which is rightly becoming a universal favourite? Now is the time to plant new *Bearded Irises* or to break up existing strong clumps, for flowering next year. Remember that the *Irises* want simpler treatment than the *Lilies*, needing very little manure, but plenty of lime, and shallow planting.

*Red Roses* had a good time in July, and they will have another if the flowered shoots are cut back and the plants are given a good soaking of liquid manure (or water with 1 ounce of superphosphate per gallon) followed by a mulching. This summer pruning of dwarf *Roses* for a first-class second blooming is not done as much as it might be. Some knowledgeable growers make the first gathering and summer pruning one operation, that is, they disbud the early July shoots, and gather the superior flowers which follow with a long piece of shoot, and that is the pruning. A plump bud below breaks into growth and you have another flowering shoot the same season.

## SOLUTIONS

### CROSSWORD No. 17

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Down.—(2) Oaths. (3) Chill. (4) Nigger. (5) Rostand. (6) Tornado. (7) Enlargement. (8) Replenished. (12) Vita. (15) Oast. (17) Snugger. (18) Everton. (21) Tandem. (24) Tacit (Taciturn). (25) Space.

### CHESS

#### SOLUTION TO PROBLEM No. 19

1, Kt-K4, K x Kt; 2, B-Kt7ch, K-K6; 3, Q x KtP mate. If 1, P-B6; 2, B x P, any;

3, Q-Q6 mate. If 1, P-Kt4; 2, B-K7ch, K-B5; 3, Q-B3 mate.

Comment.—An artistic little composition with nice sacrificial key.

#### SOLUTION TO PROBLEM No. 19a

1, R-QR4, R x B; 2, Kt-B4 mate. If 1, Kt-K3; 2, B-Kt7 mate. If 1, Kt-Kt3, 2, Q-Kt7 mate.

Comment.—Self blocks, self interference good clearance key.

#### SOLUTION TO END GAME No. 19

1, P-B8 (Q), P-B8 (Q); 2, Q-Kt4 ch, K-R sq; 3, Q-R3 ch, K-Kt2; 4, R-Q7 ch, R-B2; 5, Q-Kt4 ch, K-R2; 6, Q-K4 ch, K-Kt2; 7, P-Kt8 (Q), P-Kt8 (Q); 8, Q (Kt8)-K5 ch, Q-B3; 9, Q x Qch, K x Q, Q-B4 ch.

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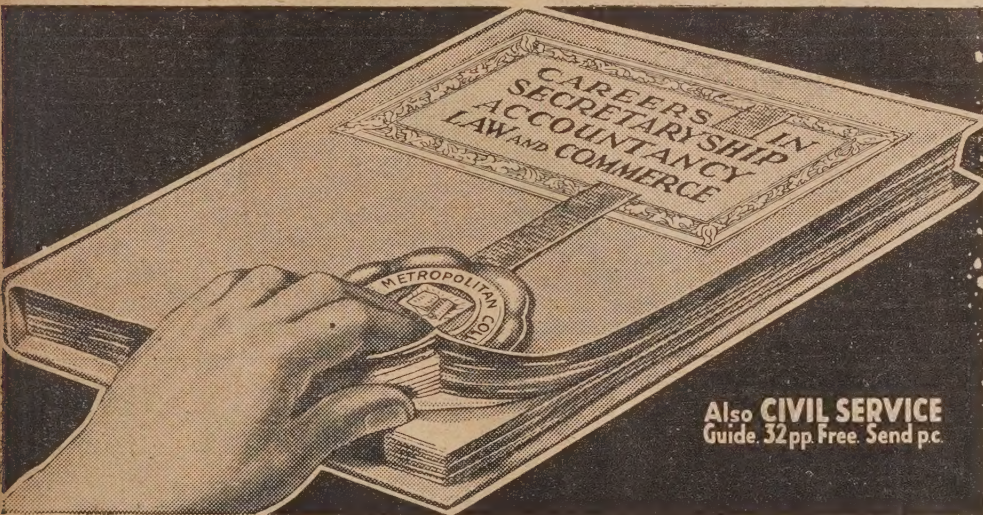
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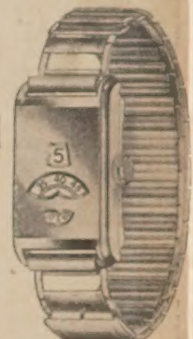
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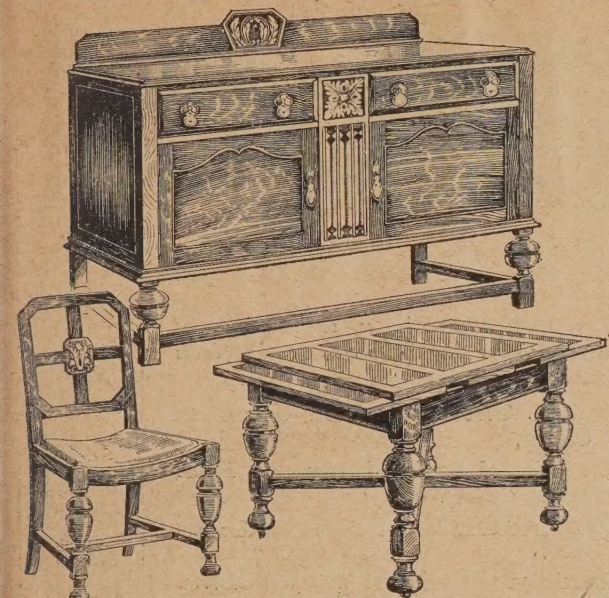
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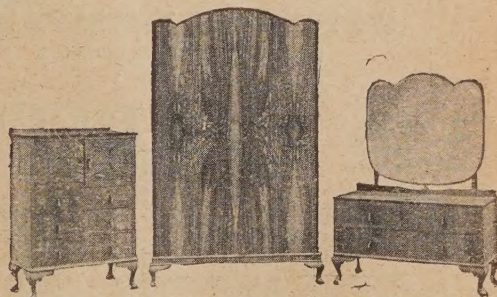
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